

# Study on Gender Balance in the R&I Field to Improve the Role of Women in the Energy Transition: Some Key Findings

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gEneSys Webinar 'Gender Balance and Gendered Power Relations in Energy Transition', 2023-12-04 (online)



# Background

## The study

### ► Basics:

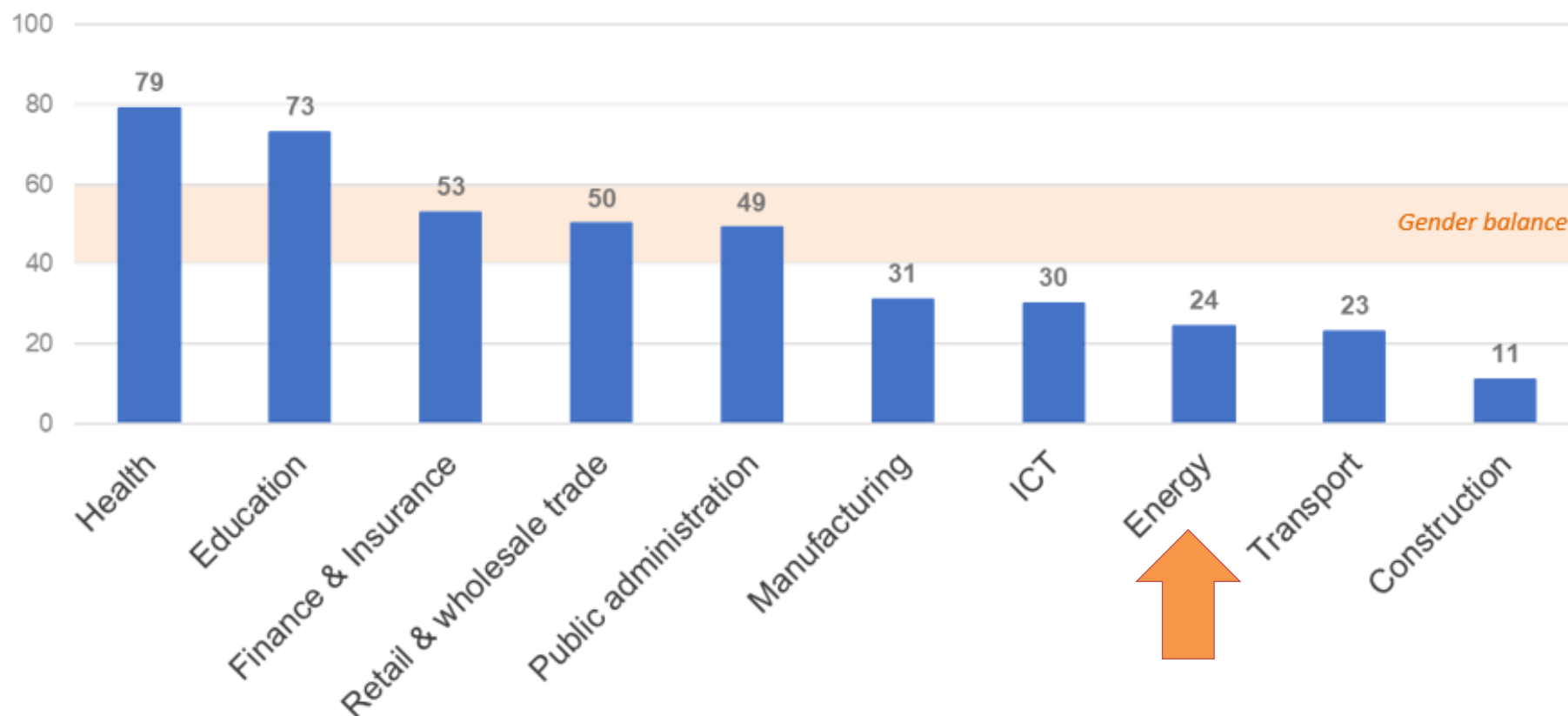
- Client: European Climate, Infrastructure and Environment Executive Agency (CINEA)
- Duration: 11/2022-11/2023
- Consortium: empirica, Portia, Fraunhofer-IAO CeRRI, DIW-Econ, ÖGUT, GDCC

### ► Background:

- The energy transition is at the heart of the EU's Green Agenda
- The transition needs to be managed in a way safeguarding social sustainability
- Just transition = full representation of women in decision-making
- Our focus: Women as employees and decision-makers in energy sector companies (not as consumers)
- Lack of available data specific to the energy sector and subsectors (e.g. renewables, hydrogen, batteries)

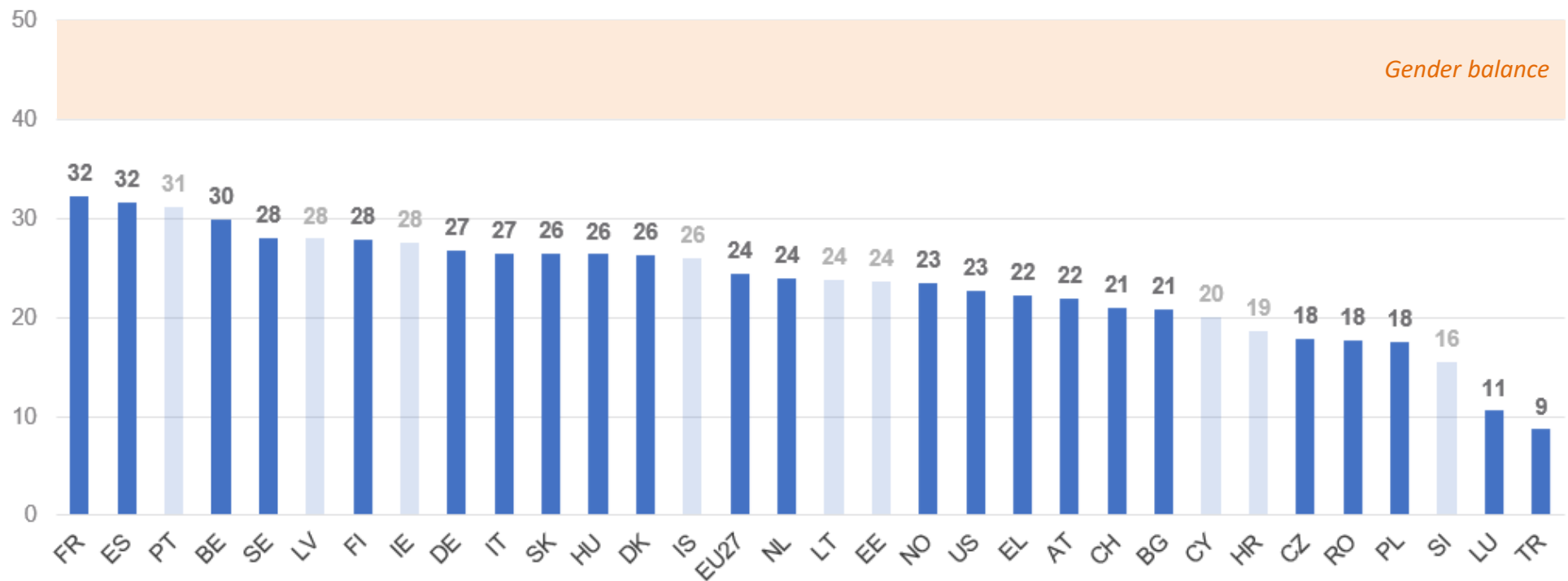
# Representation of women in the energy sector (1)

Share of women in total workforce by economic sector, 2022 (%)



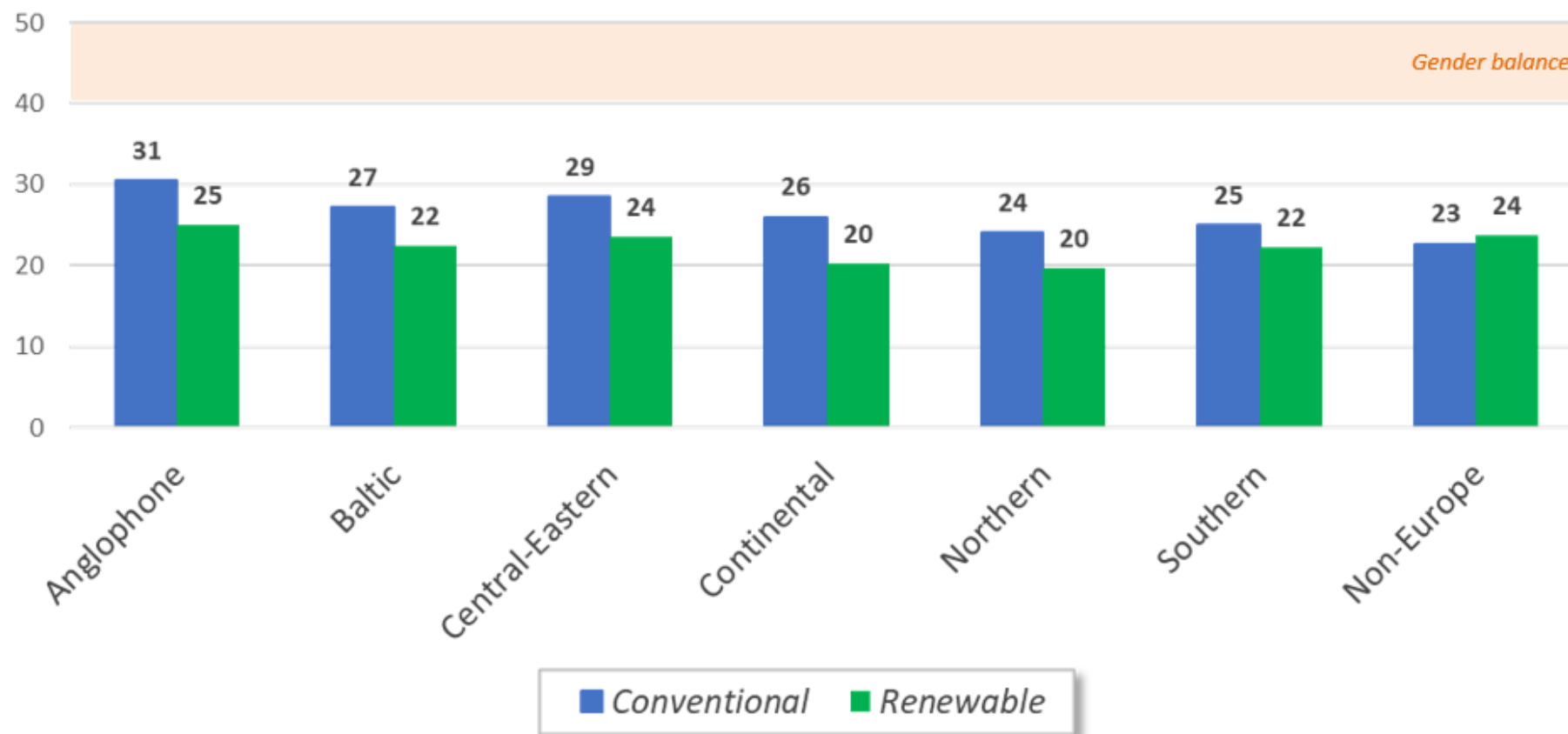
## Representation of women in the energy sector (2)

### Share of women in total energy sector workforce by country, 2022 (%)



## Representation of women in the energy sector (3)

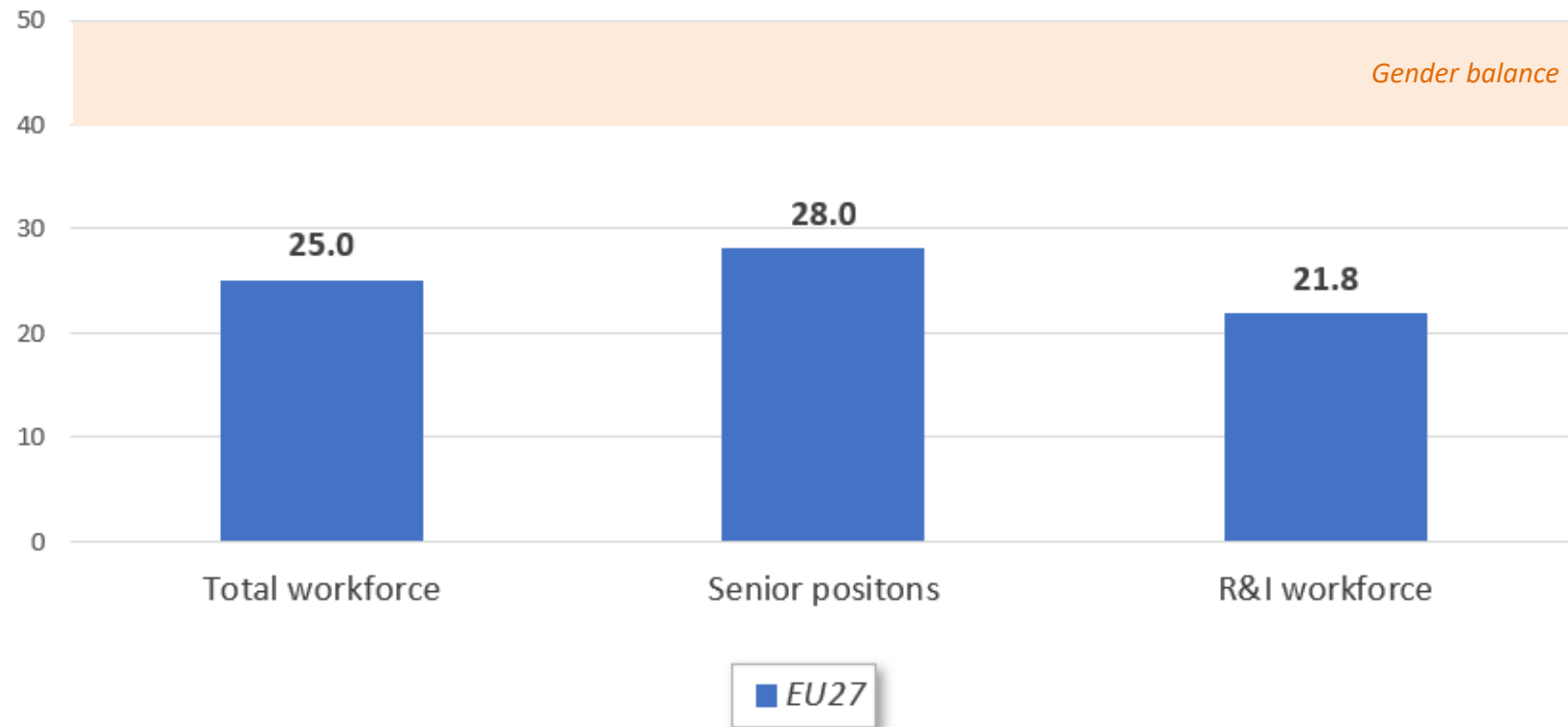
### Average share of women in total workforce of energy sector companies, 2023 (%)



Data source: Own survey of companies in the energy sector, 2023. Only companies with >9 staff; n = 2,190 (missings excluded). Country grouping: **Anglophone**: Ireland, U.K. **Baltic**: Estonia, Latvia, Lithuania. **Central-Eastern**: Bulgaria, Croatia, Czechia, Hungary, Poland, Romania, Slovakia, Slovenia. **Continental**: Austria, Belgium, France, Germany, Luxembourg, Netherlands, Switzerland. **Northern**: Denmark, Finland, Iceland, Norway, Sweden. **Southern**: Cyprus, Greece, Italy, Malta, Portugal, Spain, Turkey. **Non-Europe**: Australia, Canada, USA

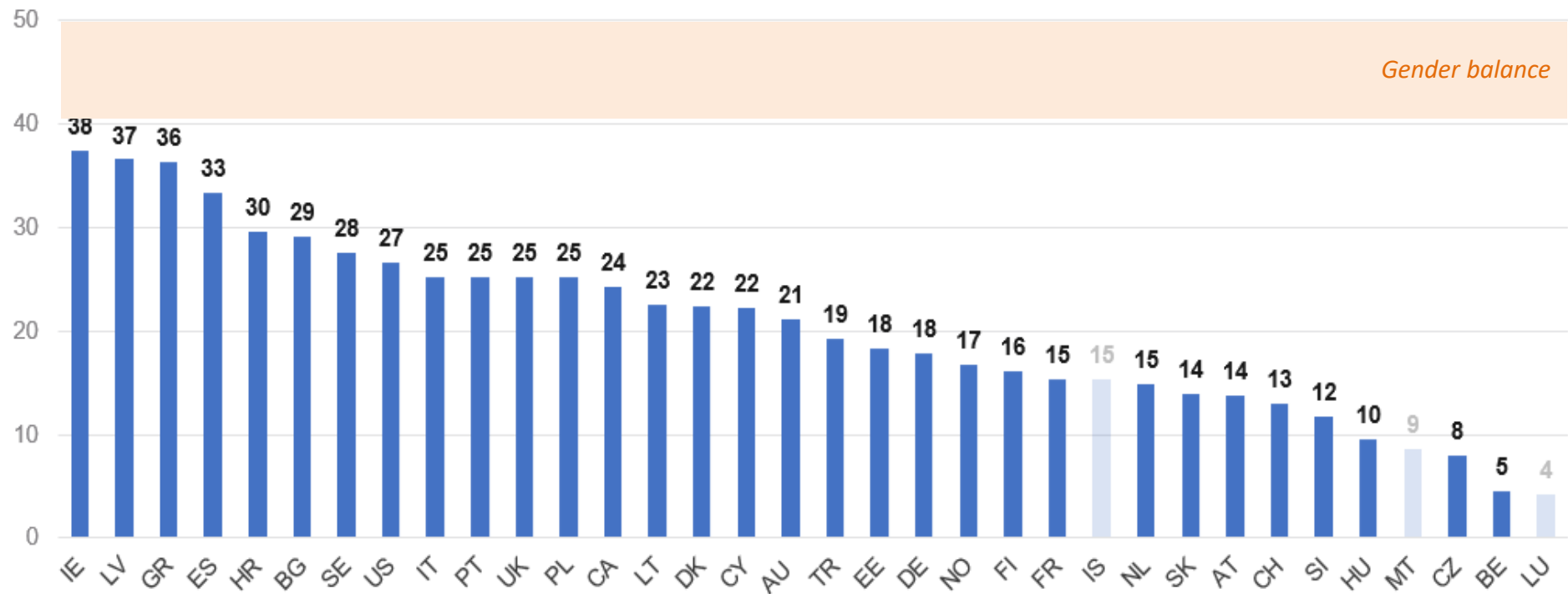
# Representation of women in R&I in the energy sector (1)

Average share of women in total workforce, among senior positions, and in R&I workforce of energy sector companies, 2023 (%)



## Representation of women in R&I in the energy sector (2)

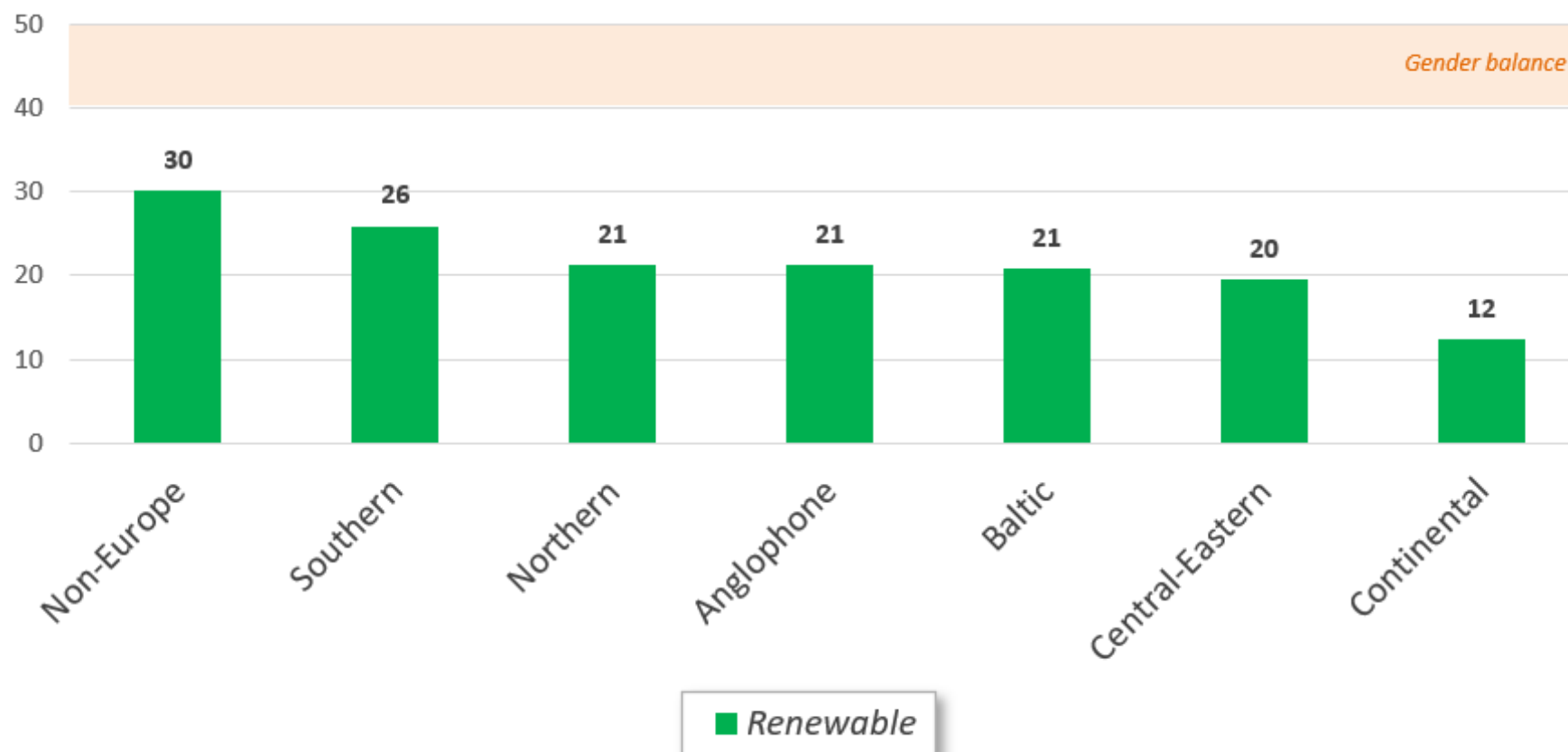
### Average share of women in R&I workforce of energy sector companies, 2023 (%)



Data source: Own survey of companies in the energy sector, 2023. Only companies with >9 staff and with R&I activities; n = 1,122 (missings excluded). Columns greyed out indicate low statistical reliability due to a small number of observations.

## Representation of women in R&I in the energy sector (3)

### Average share of women in R&I workforce of renewable sector companies, 2023 (%)

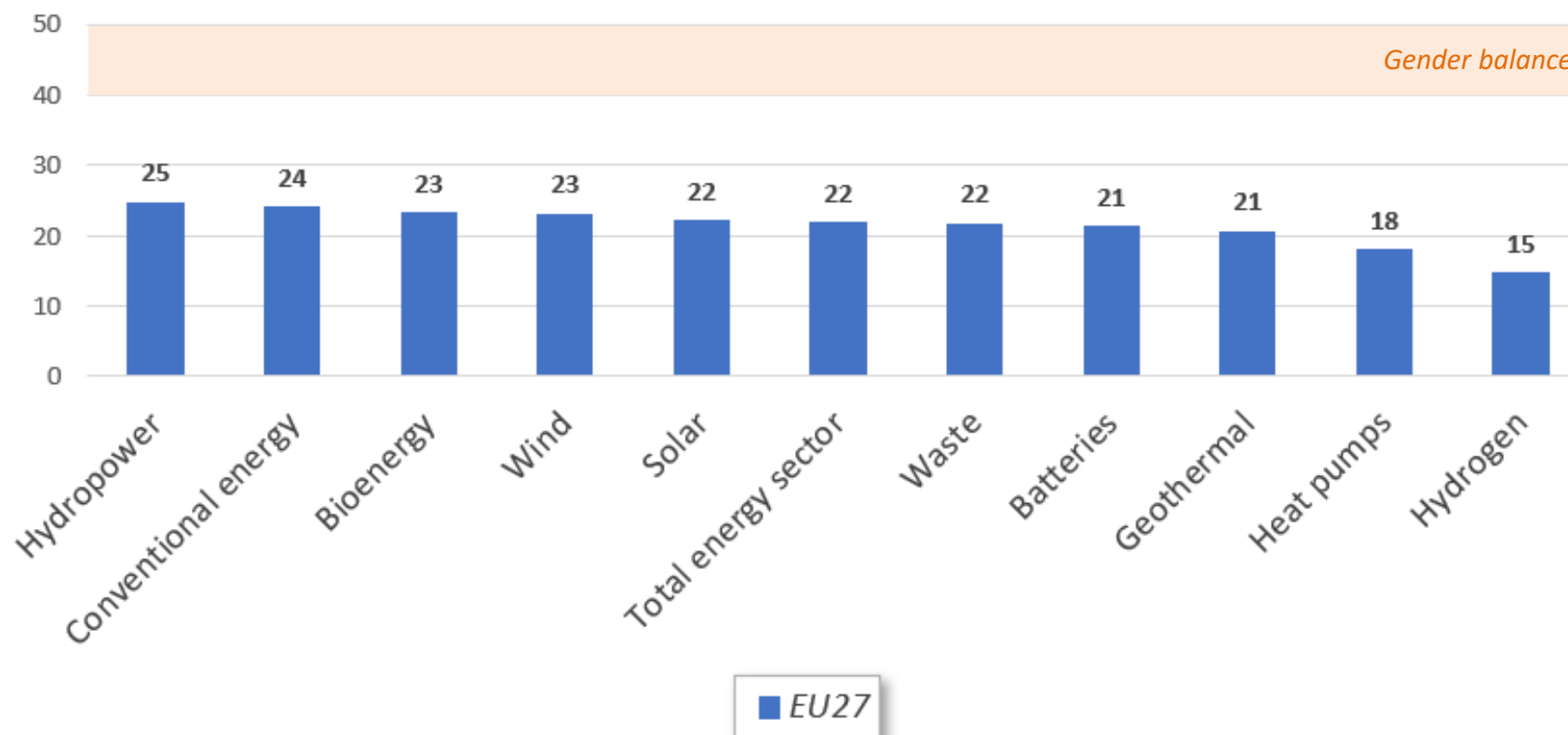


Data source: Own survey of companies in the energy sector, 2023. Only companies with >9 staff and with R&I activities; n = 1,122 (missings excluded). Country grouping: **Anglophone**: Ireland, U.K. **Baltic**: Estonia, Latvia, Lithuania. **Central-Eastern**: Bulgaria, Croatia, Czechia, Hungary, Poland, Romania, Slovakia, Slovenia. **Continental**: Austria, Belgium, France, Germany, Luxembourg, Netherlands, Switzerland. **Northern**: Denmark, Finland, Iceland, Norway, Sweden. **Southern**: Cyprus, Greece, Italy, Malta, Portugal, Spain, Turkey. **Non-Europe**: Australia, Canada, USA



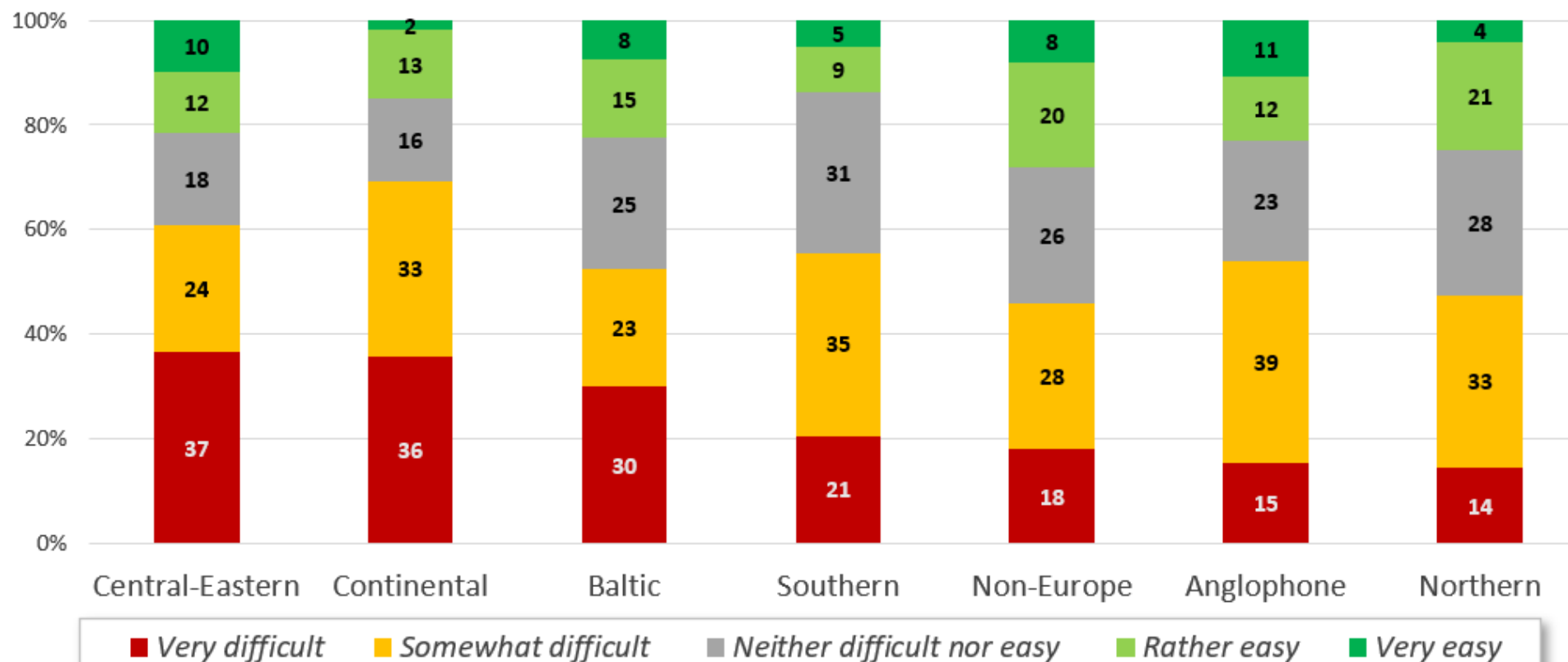
## Representation of women in R&I in the energy sector (3)

### Average share of women in R&I workforce of energy sector companies, 2023 (%)



# The difficulty to source talent in the energy sector

## Share of companies reporting difficulties in filling vacancies, 2023 (%)



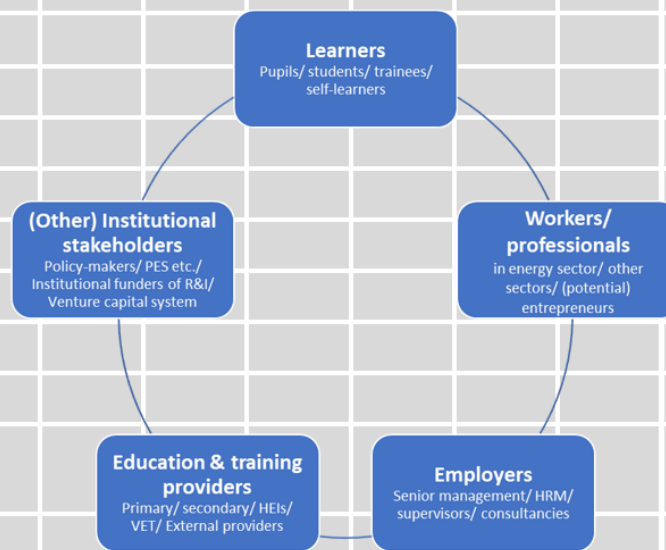
Data source: Own survey of companies in the energy sector, 2023. Only companies with >9 staff; n = 2,142 to 2,185 (missings excluded). Country grouping:  
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# Company measures to improve the role of women in energy

## Typology of interventions taken by companies

Target challenge of intervention	Format of intervention									
	Strategies, agendas, and plans	Regulations and workplace policies	Monitoring	Training programmes	Mentorships	Networking and collaborative platforms	Support for work-family balance	Challenges, prizes & awards, funding	Certification	Outreach activities
Mainstreaming gender equality + non-discrimination										
Visible leadership										
Intelligence and transparency										
Awareness										
Composition and integration										
Empowerment										
Attraction and recruitment										
Advancement and retention										
Working conditions										
Funding of women researchers & innovators										
Integrate gender perspective into R&I processes										

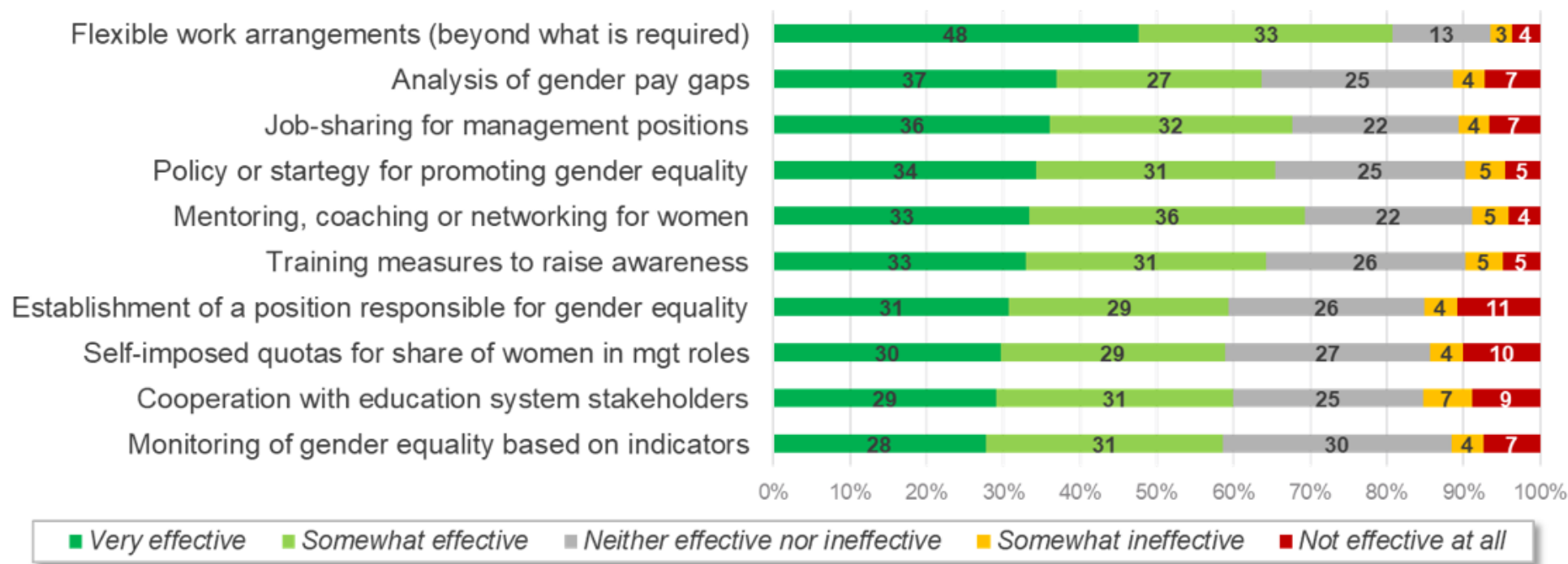
Target group(s) of the intervention



# Company measures to improve the role of women in energy

## Perceived effectiveness of measures implemented to boost gender balance (%)

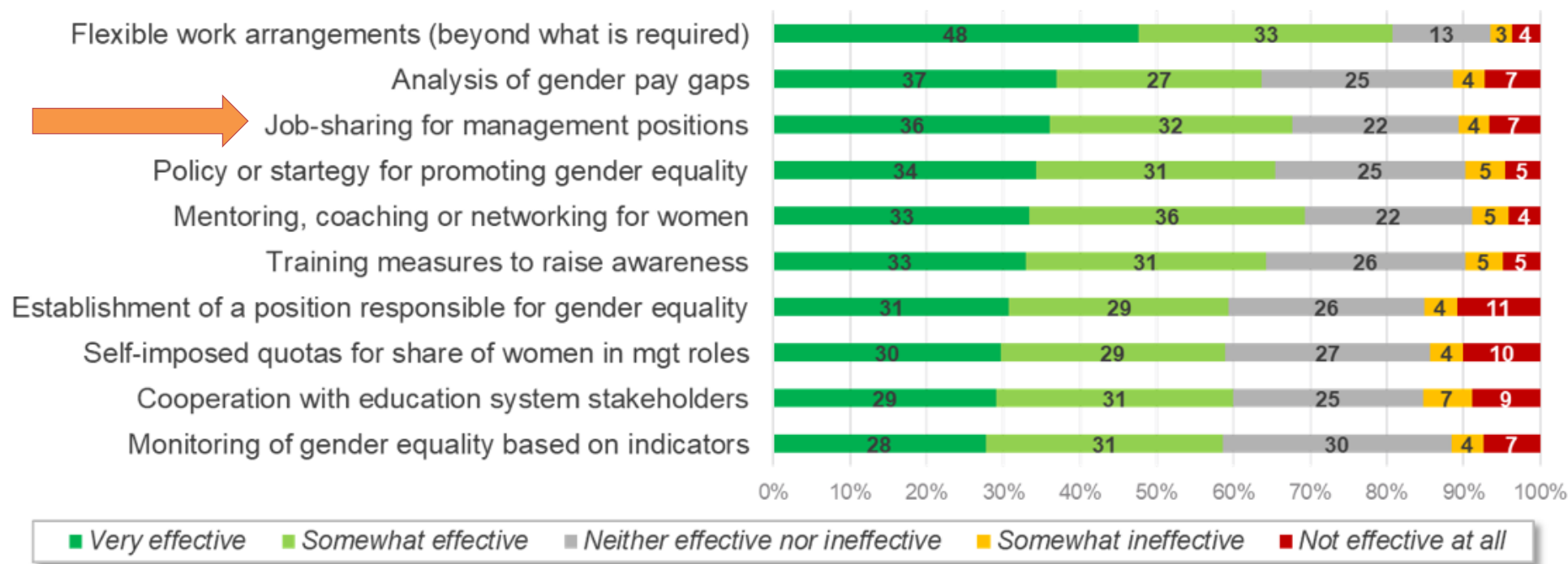
How effective is the measure in improving gender equality in your organisation, according to your experience?



# Company measures to improve the role of women in energy

## Perceived effectiveness of measures implemented to boost gender balance (%)

How effective is the measure in improving gender equality in your organisation, according to your experience?



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### The study team:

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