Awakening diversity in the energy sector: a key point to achieve sustainable growth and communities

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“You won’t hear fresh ideas from the same voices. Accelerating gender diversity can fast-track energy sector innovation in this transformative age”.

By EY Global
2018
Awakening diversity (1)

• Globally, women represent only 20 percent of the energy sector workforce.

• Across Latin America and the Caribbean, women account for only 17 percent of senior leadership positions and 9 percent of executive positions, according to the Ernst & Young Women in Power and Utility Index.

• In Australia, women are nearly a quarter of employees (24.8%) and managers (22.4%) in the electricity, gas, water, and waste services sector, but less than one-fifth of employees (16.7%) and managers (17.2%) in the mining sector.

• As far as, in Tunisia, the evolution of the employed female labor force in the energy sector is very low (from 3.1 in 2007 to 4.9 in 2012 (national employment survey)).
Awakening diversity (2)

In Tunisia, now (2019)
Women's presence in all sectors in the field of energy

Distribution of employees

Source: GIZ - Survey on the presence of women in the energy sector in Tunisia, 2019
Awakening diversity (3)

In Tunisia, now (2019)

<table>
<thead>
<tr>
<th>Répartition</th>
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<tbody>
<tr>
<td>%</td>
</tr>
<tr>
<td>Participation des femmes dans les tâches administratives</td>
</tr>
<tr>
<td>Participation des femmes dans les tâches techniques</td>
</tr>
<tr>
<td>pourcentage d'accès des femmes aux postes de direction et de prises de décisions</td>
</tr>
</tbody>
</table>

Source: GIZ - Survey on the presence of women in the energy sector in Tunisia, 2019
Awakening diversity (4)

In Tunisia, now (2019)

### Répartition des femmes par formation

<table>
<thead>
<tr>
<th>Répartition</th>
<th>%</th>
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<tbody>
<tr>
<td>Participation des femmes diplômées de l’enseignement supérieur (Mastère, Ingénierie, Licence...)</td>
<td>58%</td>
</tr>
<tr>
<td>Participation des femmes à la formation professionnelle privée</td>
<td>12%</td>
</tr>
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<td>Participation des femmes dans l’ATFP.</td>
<td>0.006%</td>
</tr>
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Source: GIZ – Enquête sur la présence de la femme dans le secteur de l’énergie en Tunisie, 2019
Awakening diversity (5)

- Organizations can only succeed and grow if the best talent is not only employed but supported and developed.
- “As long as 51% of the population is not represented at senior levels, then we are missing out.”

Source: Ernst & Young Women in Power and Utility Index (2018)
Perception and Perspective disconnect

• Men and women have different views on the gender diversity gap and how to solve it
  ➢ 43% of Men said that they believe leadership has become a more attractive career choice of women
  ➢ 23% of women share that view
• Two-thirds (64%) of women think organizations should do more to attract, retain and promote women, compared with just over one-third (36%) of men.
Data disconnect

• 49% said that they had no program to measure progress
  ➢ « If you treasure it, measure it »

• Less than one-quarter (23%) of organizations, track the proportion of female applicants for leadership positions
  ➢ Men apply for a job only when they meet 60% of the qualifications, but women apply only if they meet 100% of them
Pipeline disconnect

- 71% of respondents believe they are effective at attracting women and 66% at retaining women leadership
  - They are less effective at developing women into leaders once they are in the organization
- 81% say their organization has to change its approach to attracting, retaining, and promoting female leadership
Top barriers to women in leadership

• What are the top barriers to women in Leadership?

In your view, what are the biggest barriers preventing women from reaching senior leadership positions in your organization?

- Lack of flexible working arrangements
- Shortage of available female candidates
- Conflict with raising a family
- Lack of female role models in the organization
- Lack of support from senior leadership
- Organisational bias against women
- Unsupportive public sector or civil service culture
Reality disconnect

• 61% said that they had already achieved gender parity in leadership (or will do so in 5 years)
  ➢ YET 86% said that they expected no change in the number of women in leadership in the next 5 years

  ➢ “it will take until 2186 to reach gender parity in public and private sectors”
  ➢ An increase of 91 years from 2014 report
Progress disconnect

• 66% of public sector leaders believe that they do not have sufficient diversity in their leadership team

➤ Compare to 38% of leaders in automotive industries and 44% in oil and gas industries

Leaders agree they do not yet have sufficient diversity of thought and experience on their leadership team
Progress?

• Women in ENERGY engineering are increasing
  ➢ 20% of engineering graduates are women (18% in 2011, 15% in 1990)

• BUT many don’t stay in the field
  ➢ 40% quit or never enter the profession
  ➢ 13% of the engineering workforce are women
What about gender on clean energy in the MENA region (1)?

**What about gender?**

- Organisations are effective at attracting women.
- Less effective at retaining women.
- And even less effective at advancing women.

**Are these policies effective to attract and retain female talent?**

<table>
<thead>
<tr>
<th>Good</th>
<th>Bad</th>
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</thead>
<tbody>
<tr>
<td>Maternity leave programs</td>
<td>Women quota in senior roles</td>
</tr>
<tr>
<td>Salary equity</td>
<td>Mentorship</td>
</tr>
<tr>
<td>Networking opportunities</td>
<td>Capacity to transfer between roles</td>
</tr>
<tr>
<td>Inclusive culture</td>
<td>Paternity leave</td>
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**So what?** Organisations are in the process of incorporating female talent, but need to maintain and enhance these efforts to tap into the full potential of the region.

Is there a balanced mix of men and women in your workplace in the MENA region?

- 47% said, overall, there are more men than women in the workplace.
- But at the executive level, this number jumps to 62%.

Source: Clean Energy in MENA Industry and Workforce Readiness / 2019
What about gender on clean energy in the MENA region (2)?

As with Government effectiveness, education and R&D are not reported as being effective in increasing individual readiness to megatrends. This is particularly evident with women. Only 8% of females say they are improving their readiness by increasing their knowledge and expertise through research, as compared to 30% of males.

Source: Clean Energy in MENA Industry and Workforce Readiness / 2019
What about gender on clean energy in the MENA region?

Committing to gender equality: The example of Schneider Electric

As a multinational organisation, Schneider is aware of the importance of inclusiveness in the workplace. Some of Schneider’s policies to boost female talent are:

2. Gender Pay Equity Process: 85% of Schneider’s employees work in countries covered by a gender pay equity process.
3. Energy Training and Entrepreneurship Programme: Schneider is challenging gender roles by offering training on technical and entrepreneurship skills to men and women from disadvantaged communities.
So what now?

- **Organization:**
  - Set targets
  - Change perceptions
  - Develop a pipeline
  - Create a virtuous cycle
  - Incorporate diversity into planning and strategy *
  - Measure progress and increase accountability

- **Individual:**
  - Network
  - Mentor
  - Recruit
  - Activate leader support
  - Be inclusive
  - Agitate for change
Some concrete tools*
MANY THANKS

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