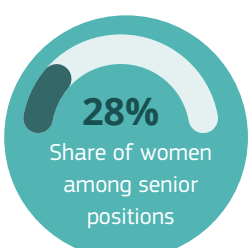


GENDER BALANCE IN THE R&I FIELD TO IMPROVE THE ROLE OF WOMEN IN THE ENERGY TRANSITION

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:



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

Until

2050

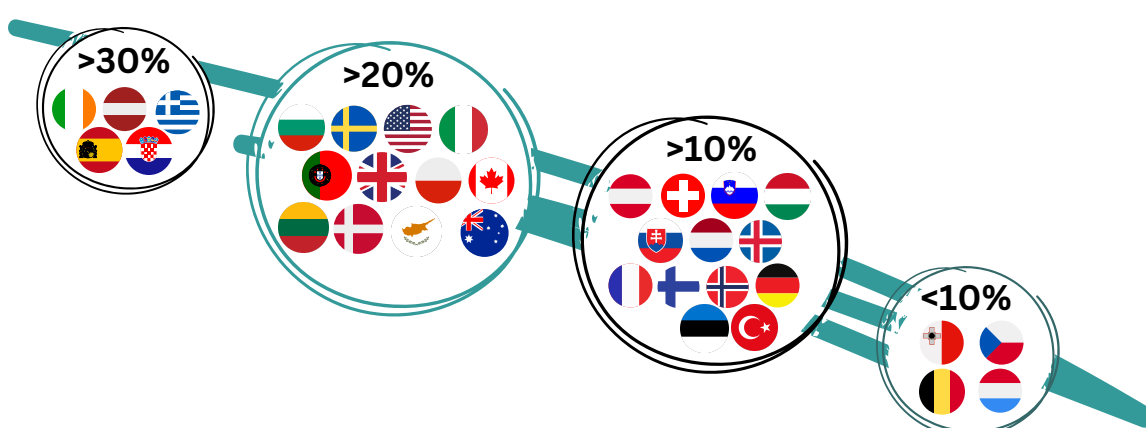
the number of women employed in the sector across the EU27 **must grow** by

200.000

to achieve **minimum gender balance** (40%)

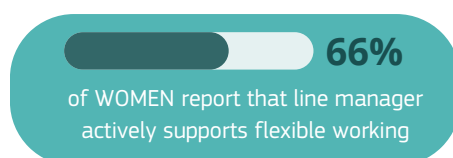


Average share of women in the R&I workforce of energy sector companies:

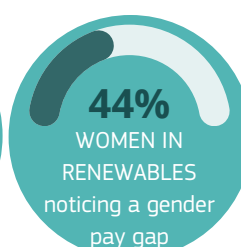
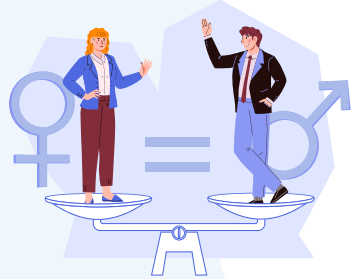


Job satisfaction:

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



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



Main causes of low representation of women in energy sector:

Gendered image of the energy industry

Corporate cultures that discriminate against women

Lack of supply of female talent in labour markets

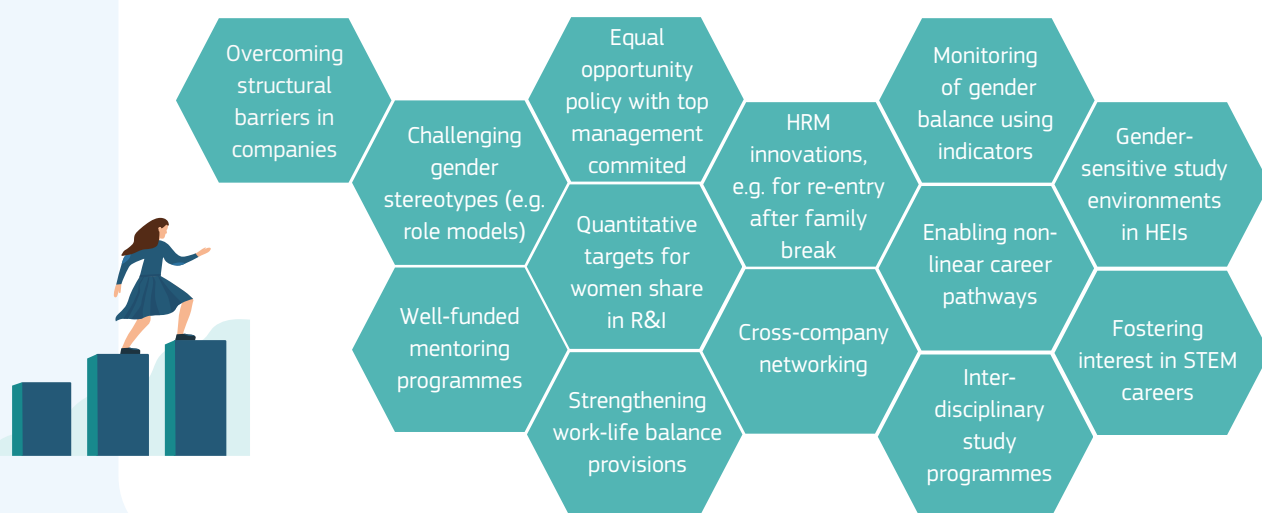
Culturally embedded gender roles

Masculine culture of engineering

Systematic barriers & biases that deter girls from STEM



The way forward: What is needed?



Research carried out by a consortium comprised of [empirica](#), [DIW Econ](#), [Fraunhofer-IAO CeRRI](#), [GDCC](#), [ÖGUT](#) and [Portia](#).