

HEINRICH BÖLL STIFTUNG
KYIV
Ukraine



WOMEN'S
ENERGY CLUB
OF UKRAINE



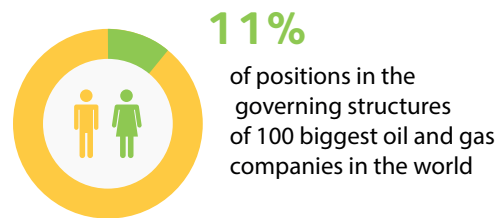
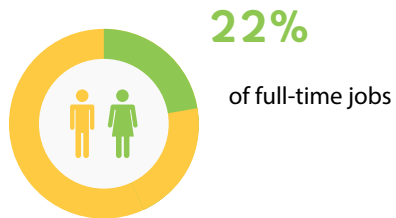
WOMEN AND MEN IN UKRAINIAN ENERGY SECTOR

Research
2018 – 2019

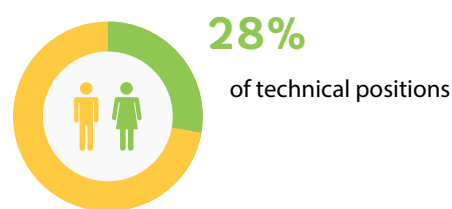
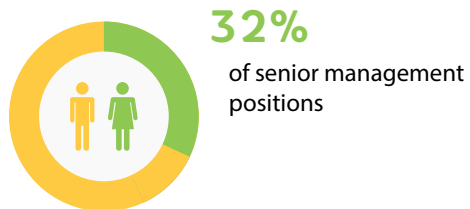
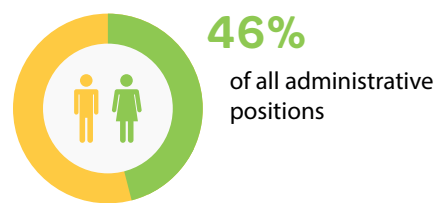
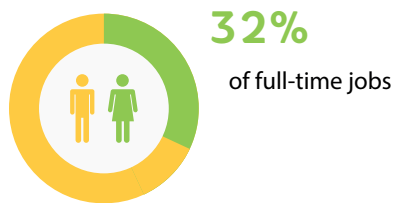


Women's Employment in Energy Sector: International Context

WOMEN'S REPRESENTATION IN THE OIL AND GAS INDUSTRY WORKFORCE¹



WOMEN'S REPRESENTATION IN THE RENEWABLE ENERGY WORKFORCE²



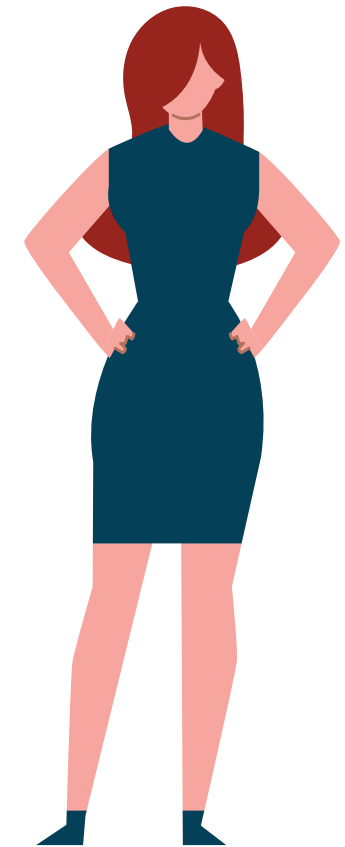
ON THE GLOBAL LEVEL, WOMEN TAKE UP



20%
20% of jobs in the energy sector



6%
gap is especially prominent in technical positions



about 1%³
senior management positions

¹ PWC and Women's Oil Council (2013). Building Talent for the Top. A Study of Women on Boards in the Oil and Gas Industry, November 2013.

² Renewable Energy: A Gender Perspective. IRENA. Abu Dhabi, 2019.

³ Electricity Human Resources Canada (2017). Profile of Women Working in the Clean Energy Sector in Canada, Final Report, June 12, 2017.

Barriers to Women's Employment in Energy Sector



- restriction of women's employment in certain jobs with difficult or dangerous conditions;
- the lack of female workers educated in STEM (science, technology, engineering, math);
- the absence of a work environment that is friendly to employees with family commitments, work conditions that are inconvenient to family people (the lack of opportunities for remote work, faraway locations of the companies sites, strict schedules, long business trips);
- the impact of traditional ideas on gender role distribution, cultural and social standards that determine gender-based segregation of the labor market by jobs and types of activity;
- limited opportunities of career growth for women employed in traditionally "male" sectors (the so-called "glass ceiling");
- insufficient implementation of gender-sensitive approaches in recruitment, the absence of gender-specific development goals of energy companies;
- a limited number of successful role models for women in this sector.



52%



46%

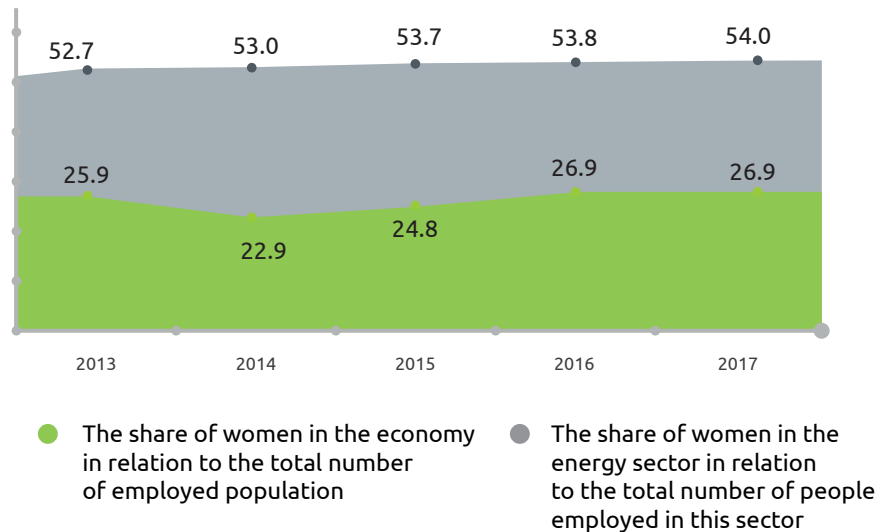
who work in Ukrainian energy companies agree
that it is very difficult for women to make
a career in the energy sector⁴

⁴ Based on the survey of 474 people working in the Ukrainian energy sector.
Here and onward when the results of a survey are referred, unless stated otherwise.

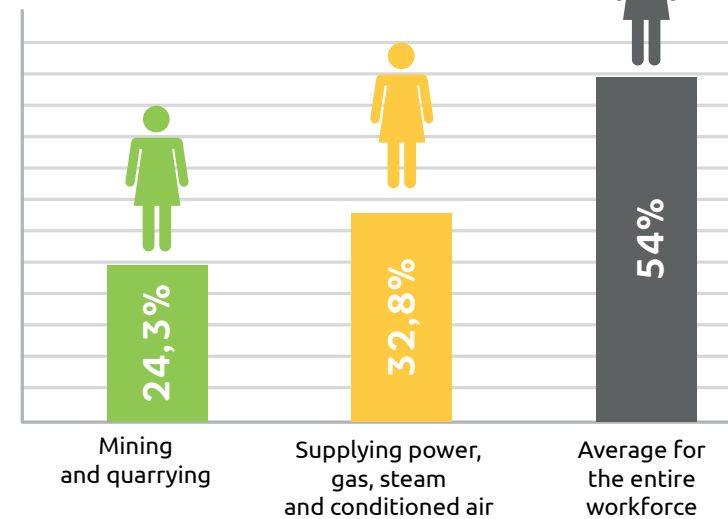
Employment of Women in the Ukrainian Energy Sector

THE SHARE OF WOMEN AMONG ALL PEOPLE WORKING IN THE ENERGY SECTOR⁵ REMAINS QUITE LOW, EVEN THOUGH WOMEN CONSTITUTE THE MAJORITY OF ALL THE WORKFORCE IN THE COUNTRY.

AVERAGE SHARE OF REGISTERED PERSONNEL BY TYPE OF ECONOMIC ACTIVITY IN 2017⁶



THE SHARE OF WOMEN IN THE ENERGY SECTOR AND IN THE WORKFORCE OVERALL, 2013–2017⁷



In 2017, the order of the Ministry of Healthcare “On Approval of the List of Difficult, Harmful and Dangerous Jobs Where Women’s Work Is Prohibited” was canceled; however, Chapter 3 “Mining Works” of Section I remains in effect. Its provisions prohibit women to work in opencast mining and on the surface of active mines, as well as mines under construction, in jobs connected with ore beneficiation, sintering, briquetting. These prohibitions may be rendered invalid if Ukraine denounces the Convention concerning the Employment of Women on Underground Work in Mines of all Kinds (No. 45, 1937).

⁵ The energy sector includes the following types of economic activity: mining of black and brown coal, peat, mining of hydrocarbons and related services, mining of uranium and thorium ore; production of coke, petrochemical and nuclear materials; production, transfer and distribution of power; production of gas; distribution of gaseous fuel through local pipelines; supply of steam, hot water and conditioned air; wholesale trade in solid, liquid and gaseous fuels and similar products; retail trade in fuels; activity connected with transportation of raw oil, petrochemical products and gas through major pipelines.

⁶ Labor in Ukraine in 2017: a statistical digest. State Statistics Service of Ukraine. Kyiv, 2018.

⁷ According to a sample survey of the population on economic activity of the State Statistics Service.

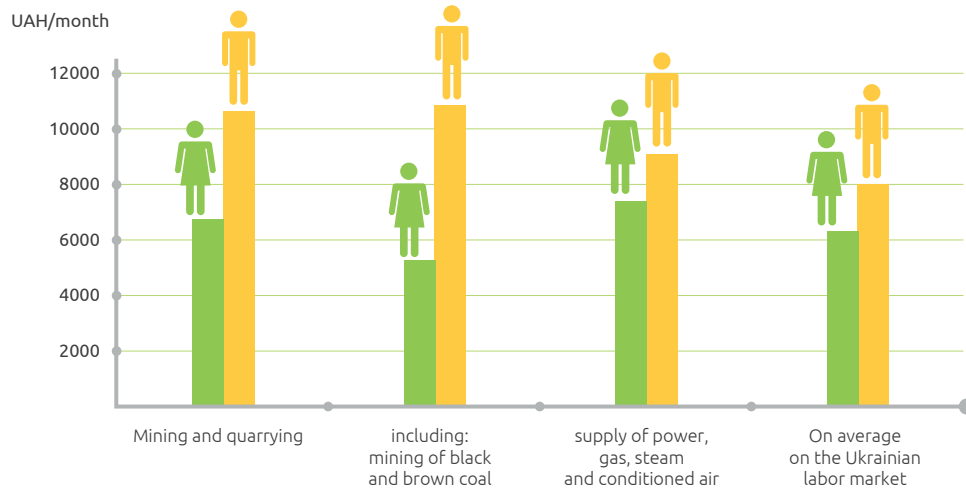
How Much Do Women and Men Earn in Energy Sector?



DISTRIBUTION OF WOMEN AND MEN EMPLOYED IN THE ENERGY SECTOR BY MONTHLY WAGES, 2017



COMPARISON BETWEEN AVERAGE MONTHLY WAGES OF WOMEN AND MEN, 2017⁸



The biggest gender gap in the amount paid in Ukraine is precisely in the mining industry.

⁸ Labor in Ukraine in 2017: a statistical digest. State Statistics Service of Ukraine. Kyiv, 2018.



23%



14%

employed in the energy sector of Ukraine believe that men make more than women who do the same job.



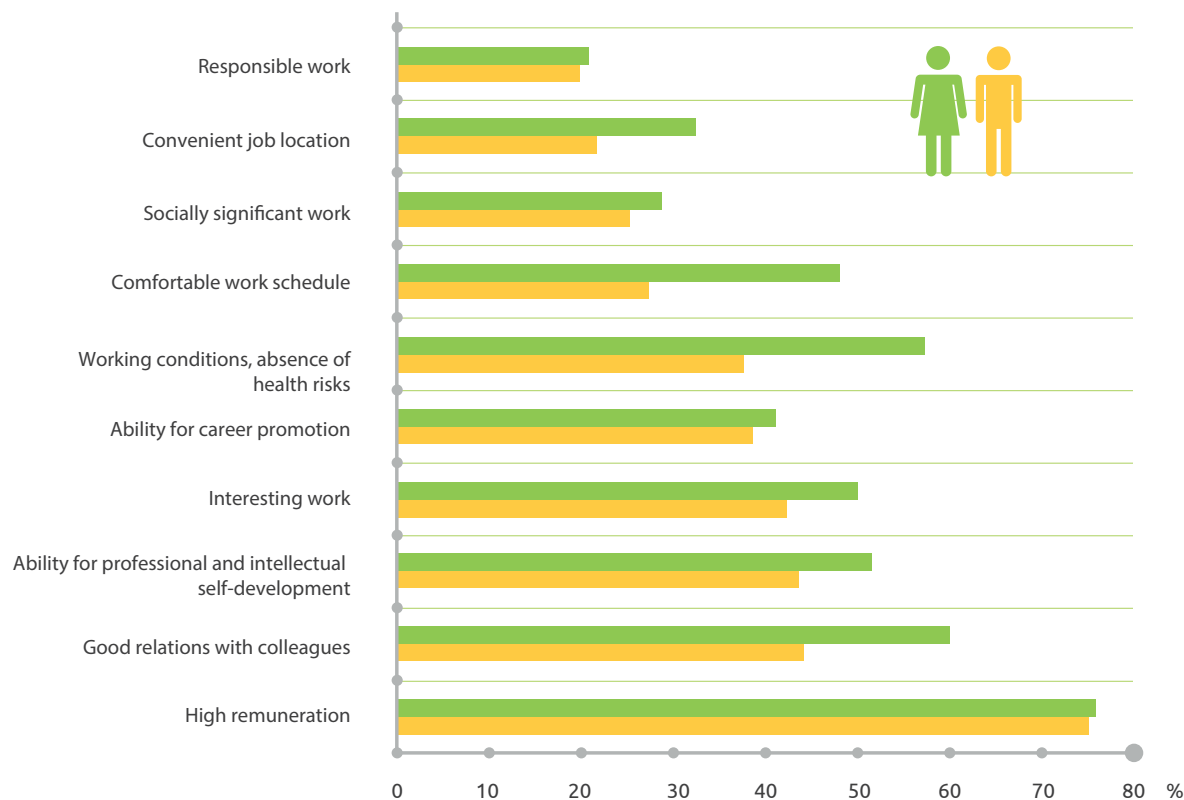
The disproportionate workload that women have due to family commitments means they are viewed as less productive employees.



Employment of Women and Men in the Energy Sector of Ukraine

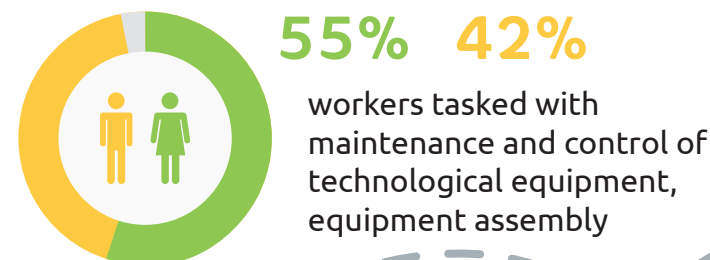


RESPONSES CONCERNING THE MOST IMPORTANT ASPECTS OF EMPLOYMENT IN THE COURSE OF JOB SEARCH, GENDER BREAKDOWN (%)



IN THE ENERGY SECTOR, WOMEN ENCOUNTER THE PROBLEM OF BEING «OVERQUALIFIED» MORE OFTEN THAN MEN.

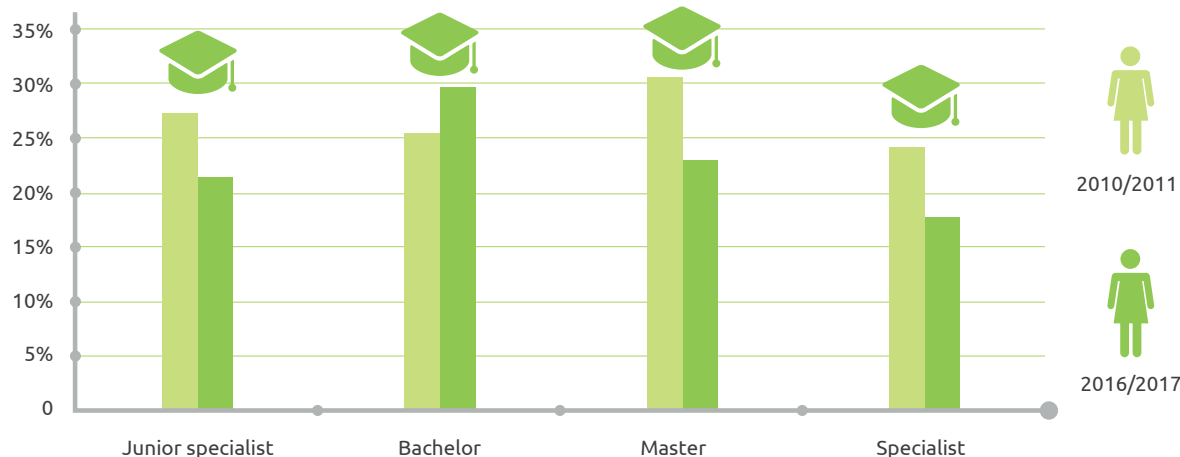
THE JOBS THAT REQUIRE LOWER EDUCATION LEVEL OR QUALIFICATIONS REPRESENT THE FOLLOWING SHARES OF WOMEN AND MEN EMPLOYED IN THIS SECTOR:



The Share of Girls in Engineering



THE SHARE OF GIRLS AMONG STUDENTS OF “ENGINEERING” SPECIALTY⁹, %



“My teacher would intentionally give me a lower grade than he would give the guys, just because I was a girl... and a girl couldn't be a good engineer”¹¹

According to the nationwide social survey of youth in 2017, girls are three times less likely to be interested in getting an education to become engineers than boys¹⁰.

THE POTENTIAL REASONS FOR GIRLS' LOW INTEREST IN ENGINEERING EDUCATION INCLUDE:

- the influence of traditional ideas of “acceptable” jobs for women and men, which means a lack of support from family members and school teachers;
- the low focus of educational and career guidance programs on overcoming gender stereotypes in selection of the future profession;
- an insufficient number of examples of women successfully making careers in the energy sector and no programs of women's mentorship.



Higher education remains a significant factor for a higher paycheck for women and men employed in the energy sector.

⁹ Calculated based on the data of the State Statistics Service of Ukraine.

¹⁰ Youth of Ukraine – 2017. Social Survey Results. – Ternopil: TOV Terno-graph, 2017. – 72 pages.

¹¹ Here and onward, fragments of interviews with women employed in the energy sector.



Work Conditions in Ukrainian Energy Enterprises: Gender Aspect



WORK CONDITIONS ARE NOT ORGANIZED IN A SUFFICIENTLY GENDER-SENSITIVE WAY:



36%

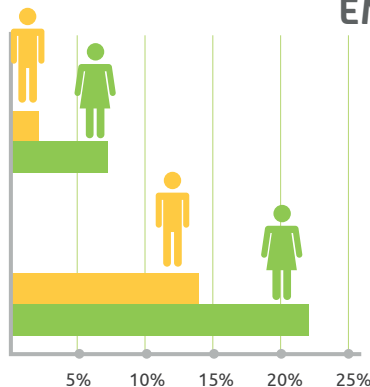
of the surveyed said that women and men
at their enterprises could not get uniforms
of their sizes;

10%

of the surveyed complained about the absence
of separate dressing rooms and bathrooms.

"They take our measurements,
they say. They do it regularly,
but all the uniforms that
we get are very big, for some
reason.
That makes work
uncomfortable."

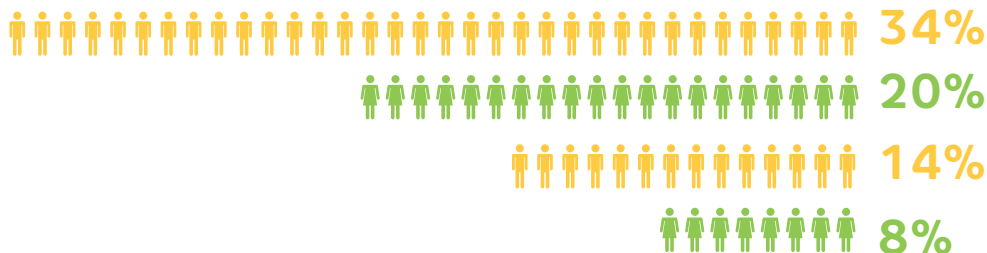
THE DISPROPORTIONATE BURDEN PLACED ON WOMEN BY THEIR FAMILY COMMITMENTS RESTRICTS THE OPPORTUNITIES FOR THEIR PRODUCTIVE EMPLOYMENT AND CAREER GROWTH:



have used the opportunity to take a paid leave to take care of a
newborn child until the child turns three

have taken "sick leaves" connected with their child getting sick

MEN WORK EXTRA HOURS MORE OFTEN THAN WOMEN DO:



have worked overtime at least once
or several times a month

have worked overtime at least one
or several times a week

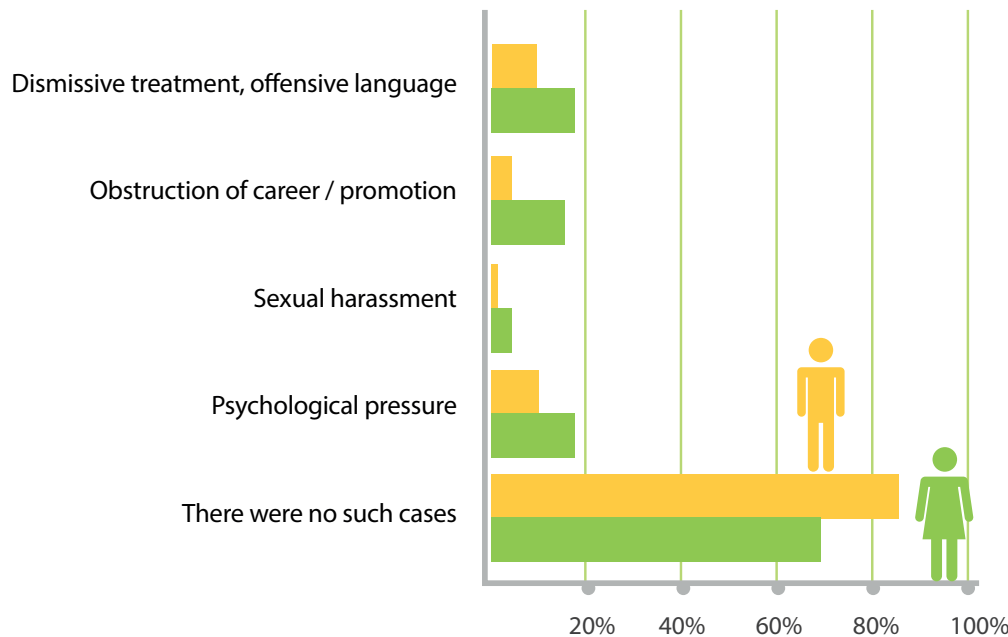


Gender-Based Discrimination and Bias in the Energy Sector



have personally encountered situations when they were denied employment in connection with their gender

DISTRIBUTION OF RESPONSES TO THE QUESTION “IF YOU HAVE ENCOUNTERED GENDER-BASED DISCRIMINATION OR WITNESSED IT, WHAT WAS IT?” (%)



“First they look at what clothes I am wearing, and only after that, when we start discussing professional issues, they get to the point. But it’s a bit hard in the beginning.”



Most discriminatory actions both concerning men and women have been perpetrated by their immediate supervisors.



CASES OF DISCRIMINATION ARE USUALLY KEPT SILENT BECAUSE WOMEN DO NOT WISH TO ANNOUNCE PERSONAL INFORMATION, DO NOT BELIEVE THAT THE PERPETRATOR WILL FACE ANY CONSEQUENCES, FEAR POTENTIAL REPERCUSSIONS OR JUST PERCEIVE THIS AS A NORMAL MODEL OF WORK RELATIONS.

Why Should More Women Be Engaged in Energy Sector?



45%



21%

agree that there should be more women in management positions in Ukrainian energy enterprises.



Companies where women are represented in management achieve better financial results^{12,13}, and have a lower risk of fraud within the organization¹⁴. Companies with 30% or more management positions occupied by women have 15% higher net profitability than companies without women in top management^{15,16}.

- results of innovative development, automation of technical processes, development of RES make jobs in the energy sector available and safe for everyone regardless of their gender or physical characteristics;
- compliance with equal opportunities in access to jobs and positions of different levels will help to make use of the knowledge, skills and experience of women and men more efficiently, while a fair distribution of companies' work results will constitute a just investment in human resources, including both female and male employees;
- gender diversity contributes to the sustainable development of enterprises, to an increase in labor productivity, optimization of management processes and a broader application of innovative, inclusive solutions.

"I like working in the energy sector; when I started, I immediately understood that this was the profession that I was meant to do."



¹² Galbreath J. Are there gender-related influences on corporate sustainability? A study of women on boards of directors.

¹³ Credit Suisse Research Institute. Gender Diversity and Corporate Leadership

¹⁴ Capezio A. A. Women in the boardroom and fraud: Evidence from Australia

¹⁵ Woman on boards: Progress report 2017

¹⁶ MSCI ESG Research Women on Boards: Global Trends in Gender Diversity on Corporate Boards

Prospects for Increasing Women's Employment in Energy Sector

- **Career start:** encouraging women to get higher education in STEM majors.
- **Creating attractive working conditions:** remote employment opportunities, flexible schedules, the policy of supporting people with family commitments, taking into account the gender factor when production infrastructure is designed.
- **Providing professional development opportunities:** introducing leadership and mentorship programs for women, promoting examples of successful women's careers in the energy sector.
- **Appointment for management positions:** removing artificial barriers to the promotion of women to management positions, compliance with the principle of gender balance in recruitment for key management positions, introducing gender quotas in top management.
- **Countering gender stereotypes and discrimination:** awareness and advocacy campaigns designed to change stereotypical ideas that serve as the basis for gender-based professional segregation, preventing any manifestations of gender-based discrimination and harassment in the workplace, organizing gender audit at enterprises.

The research was carried out in 2018 and early 2019 with the aim of identifying the most urgent gender-related problems in employment in the Ukrainian energy sector and finding possible ways of solving these problems to ensure a sustainable, socially just development of the Ukrainian energy sector.

The research was carried out by the State Institution "Institute for Economics and Forecasting of the National Academy of Sciences of Ukraine" with the support of Heinrich Böll Foundation, Office Kyiv-Ukraine and with the assistance of Women's Energy Club of Ukraine NGO and the Government Commissioner for Gender Policy.

"When schools are attended by successful women who are working and have made a career in the energy sector... they demonstrate with their own example that women can and should work in this sector."

