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Comparative Research Network:

# Gender Gap

in the energy sector



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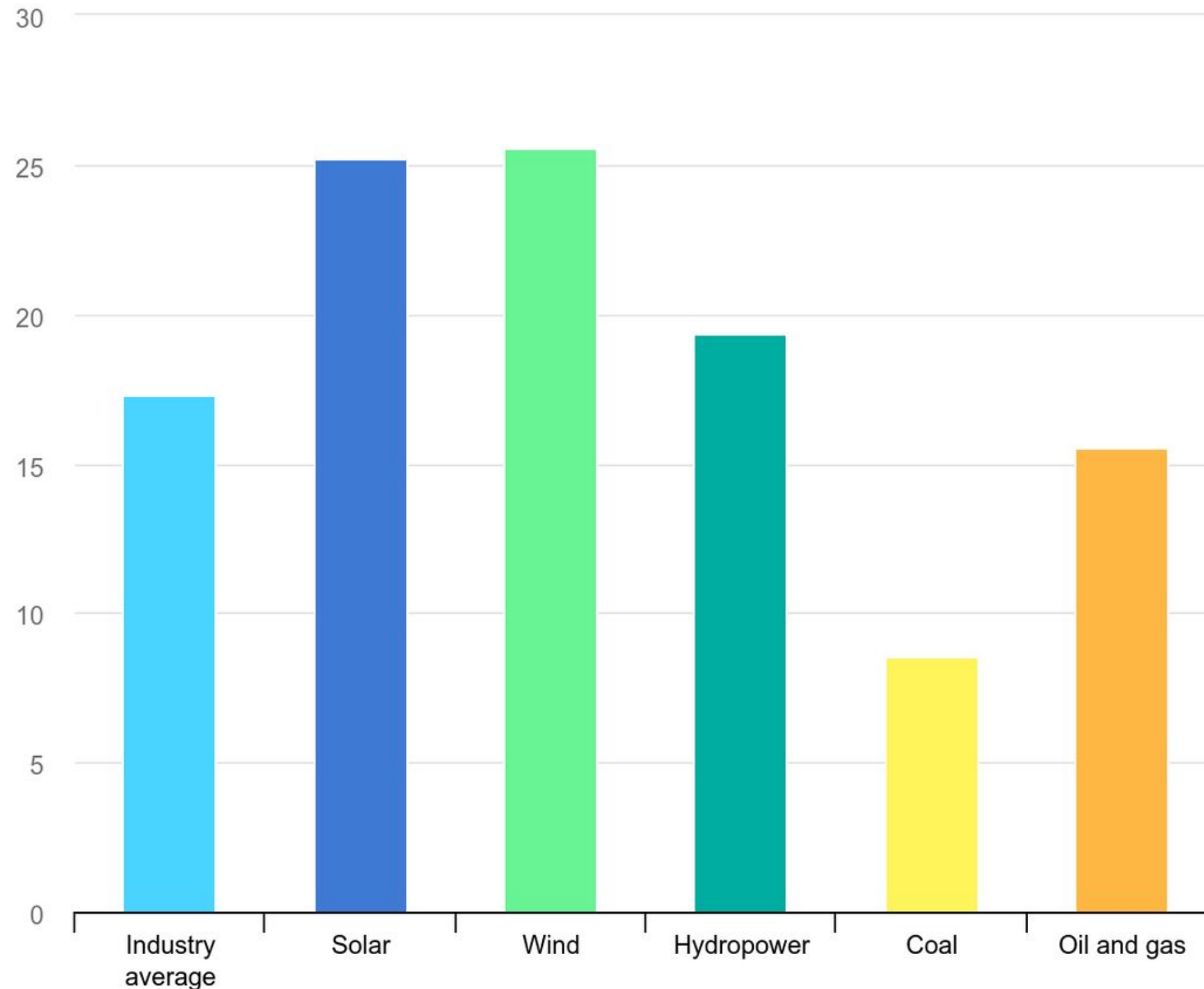
# Gender Gap

- Globally, energy is one of the least gender diverse sector
- In 2018 women accounted for 20% of the energy industry's workforce (they make up nearly 40% of the global labour force)
- Women wages are almost 15% lower than men at the same skill level
- Only 11% of the start-up founders in the energy sector are women



Sources: 1, 2, 3

# Women in Senior Leadership



- Women remain underrepresented in jobs in the energy sector.
- The solar and wind industry have the highest share of women in senior leadership.

IEA (2025), *Share of women in senior leadership by sector, 2023*, IEA, Paris

<https://www.iea.org/data-and-statistics/charts/share-of-women-in-senior-leadership-by-sector-2023>, Licence: CC BY 4.0

Sources: 2, 3

# Gender balance in the EU27

**25%**

women in the  
workforce  
energy sector

**28%**

women among  
senior positions

**22%**

women among  
Research&Innovation  
staff



**To achieve minimum gender balance (40%) until 2050 the number of women employed in the sector across the EU27 must grow by 200 000**

Sources: 4

# Main causes

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

# Sources



1. <https://www.iea.org/spotlights/understanding-gender-gaps-in-the-energy-sector>
2. <https://www.iea.org/topics/energy-and-gender>
3. <https://www.weforum.org/stories/2022/11/gender-gap-energy-sector/>
4. <https://www.equality-energytransitions.org/unveiling-the-gender-gap-in-the-energy-sector-new-insights/>





# Thank You

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