

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

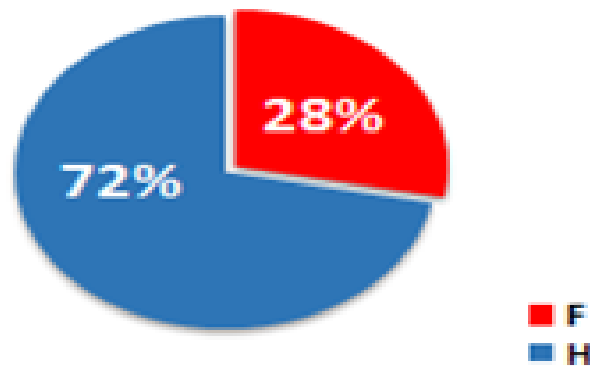
Awakening diversity (1)

- 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)

Répartition par département (administration / Technique)

Répartition	%
Participation des femmes dans les tâches administratives	54%
Participation des femmes dans les tâches techniques	22%
pourcentage d'accès des femmes aux postes de direction et de prises de décisions	6% to 5%

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

Répartition	%
Participation des femmes diplômées de l'enseignement supérieur (Mastère, Ingénierie, Licence...)	58%
Participation des femmes à la formation professionnelle privée	12%
Participation des femmes dans l'ATFP.	0.006%

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 ?



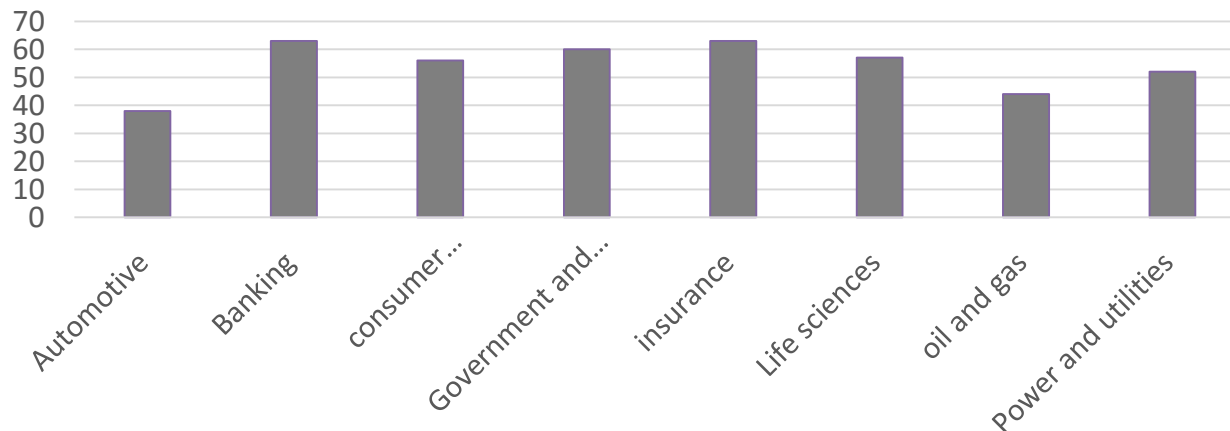
Reality disconnect

- 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
- World Economic Forum's Global Gender Gap Report 2016
 - “ 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?



Maternity leave programs

Salary equity

Networking opportunities

Inclusive culture



Women quota in senior roles

Mentorship

Capacity to transfer between roles

Paternity leave

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?



said, **overall**, there are more men than women in the workplace

But at the **executive level**, this number jumps to



What about gender on clean energy in the MENA region (2) ?



contribute through voluntary activities at NGOs or through community service

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**.

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:

1. Global Family Leave Policy: Launched in 2017, this policy covers employees at all levels, of any gender.
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*

Analyse de genre pour
l'énergie / Tunisie

[illegible]

Conferenza del CAC di ROMA. Subordinato: disprezzato dal politico ma non dal
popolo. Un'alternativa: un'alternativa per gli italiani al programma di
Crisiani. Roma, 10 settembre 1974. Roma, 10 settembre 1974.

Chapter 1: Introduction

Les émissions d'obligations de l'Etat ont été de 201,9 milliards de francs en 2011, contre 191,9 milliards en 2010. Les émissions de l'Etat ont été de 201,9 milliards de francs en 2011, contre 191,9 milliards en 2010.

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C'est pourquoi, début 2011, le groupe chargé d'examiner le dossier du projet (DAP) a été
 lors de sa réunion d'ouverture, de parer à cet effet, dans le cadre de l'examen du projet et
 de la constitution d'un comité scientifique, de la part de l'Agence nationale d'évaluation
 d'objectifs et l'Agence nationale d'évaluation.

Le présent travail, destiné aux personnes souffrant de troubles de la parole, vise à leur offrir un moyen de communication simple et efficace, basé sur la méthode de la communication augmentée et alternative (CAA).

Le fondation et la construction des systèmes énergétiques complexes ont
 été financés par le pays de la région MENA. Les coûts de
 production de l'électricité, ainsi que les coûts de distribution et de
 vente de l'électricité, ont été couverts par le pays de la région MENA.

La fabrication et la construction des mêmes énergétiques doivent présenter une série de défis
différents pour les pays du tiers monde. Les équipements doivent être adaptés à l'équipement
local, de façon à ce qu'il puisse être exploité par le personnel local. Les équipements doivent être
conçus pour fonctionner dans des conditions climatiques difficiles, dans des zones de sécheresse et de
forte insolation et de fortes variations de température.

[illegible]

En matière de médailles d'argent, les artistes sont principalement liés au mouvement historique de poésie égyptienne dans les poésies égyptiennes, en Allemagne.

En matière de données industrielles, les actions sont principalement axées sur la sensibilisation aux enjeux de politique énergétique dans les pays partenaires.

Dans ce contexte, l'analyse de la situation de la nouvelle phase de la crise de la COVID-19 est d'une importance capitale.

MANY THANKS



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