

Women make up less than one-fifth of the energy workforce

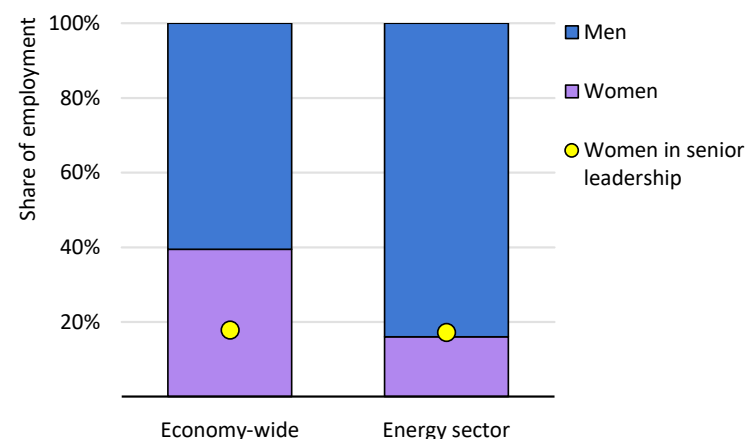
Women have historically been underrepresented in the energy world. With net growth in energy employment exclusively in the clean energy sector through 2030, the transition offers an opportunity to redress this trend with more inclusive policies, at both the company and government levels. Currently, women make up less than 20% of the global energy workforce – well below the global economy-wide average of 40%. The share of women in senior management positions in major energy firms is similar to that of the broader economy, at around 18%, according to the [IEA's Gender and Energy Data Explorer](#).

Narrowing the gender imbalance depends, in part, on increasing the number of women entering vocational or educational programmes relevant to energy, which continue to be dominated by men. In the United States, the number of women graduates in these fields is rising slightly, while the share of women awarded STEM bachelor degrees is gaining more significant ground, at over 40% in both India and the United States as of 2020. This is in stark contrast to the European Union, where the share of STEM degrees awarded to women has remained relatively flat at around 15% since 2013. Closing the gender employment gap also requires raising participation levels of women in construction and manufacturing, which account for a significant share of energy jobs and remain dominated by men.

The [IEA's Gender Diversity Initiative](#) has developed a set of indicators in an attempt to assist efforts to narrow the gender divide.

Data indicators include the rates of gender balance in decision-making, entrepreneurship and innovation, and whether men and women have similar opportunities through [wage-gap analysis](#).

Global employment by gender, 2022



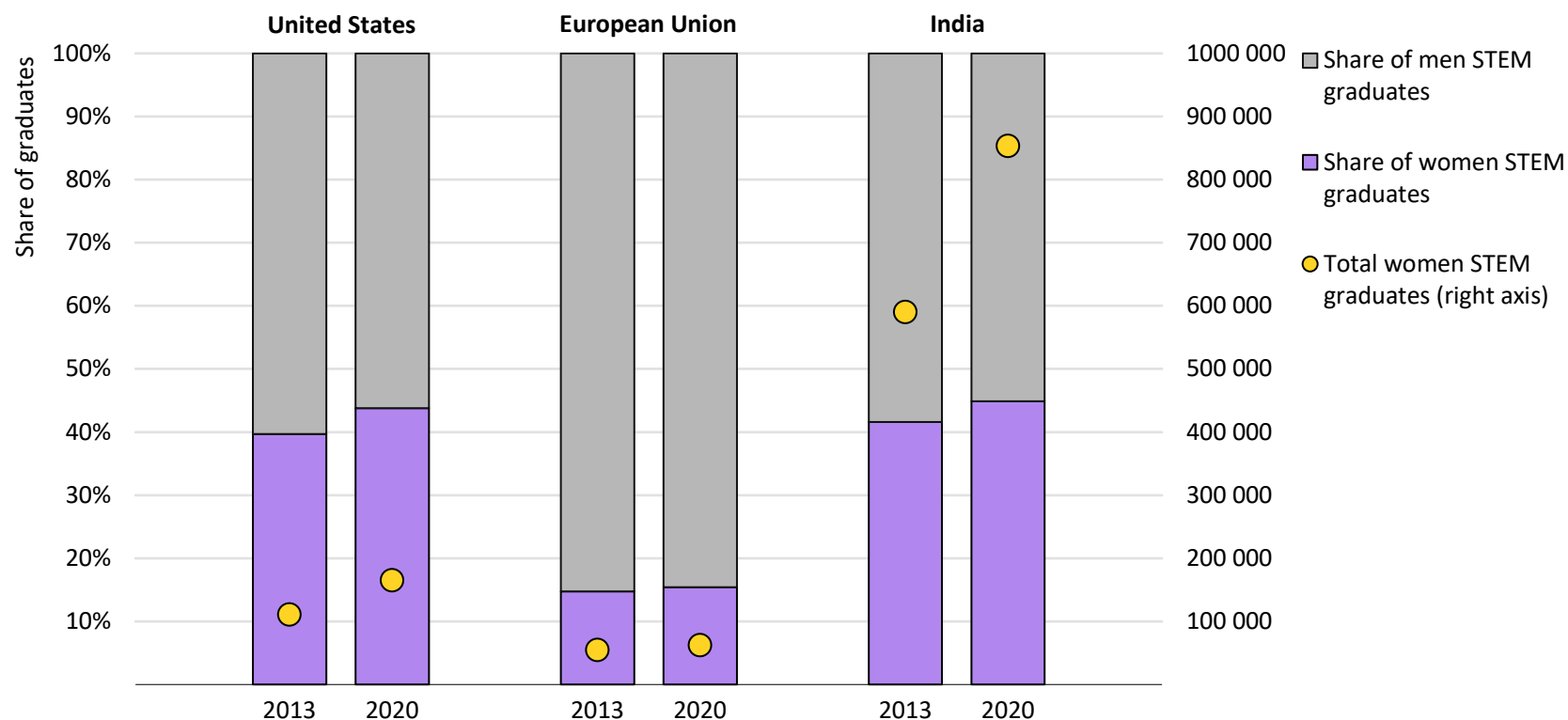
IEA. CC BY 4.0.

Notes: Employment shares are from the International Labour Organization (ILO) covering 48 countries for the energy sector. Senior management shares are IEA calculations based on the [Refinitiv PermID database](#).

In emerging and developing economies, skilling programmes targeting women can help expand the available labour force and support growing local businesses. In 2019, [the Kenyan Ministry launched a Gender Policy mechanism](#) to raise the level of gender awareness in the energy sector, while international programmes [in partnership with Bhutan, Nepal, and Sri Lanka](#) also provide examples of potential policies to address the gender gaps in these regions.

The number and share of women STEM graduates is rising, but remains well below half

Share of STEM bachelor degrees awarded to women in selected countries/regions



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Notes: European Union (EU) data excludes Bulgaria, Croatia, Cyprus^{1,2}, Malta, and Romania due to data unavailability. Different data sources may create slight discrepancies in scope: India includes science, engineering and technology; the United States and the EU include engineering, manufacturing, construction, natural sciences, mathematics and statistics. Sources: [US National Center for Education Statistics](#), [OECD](#), and [Indian Department of Higher Education](#).