

Closing the Gender Gap in Oil & Gas: A Call to Action for the Industry



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Context:

In common with many other business sectors, the oil and gas industry, despite making progress in the recent past, continues to miss out on the full benefits of a diverse workforce. In particular, participation of women in its global workforce remains less than 20%, and between 10% and 15% at senior levels.¹

As members of the Oil and Gas Community of the World Economic Forum, we believe this is an important business imperative and that the industry still faces challenges in attracting, retaining and developing more women in our workforce. We also believe that we can work positively together to address this gender gap in our industry.

This initiative aims to build on the efforts already being undertaken at individual company levels to attract, develop and retain female staff – especially in technical and senior management roles, and to remove barriers that may currently hinder or discourage women from rising through the ranks into leadership roles.

We believe this declaration can serve as a platform to help oil and gas business leaders around the world, to address the factors contributing to the gender gap and to advantage their companies, their owners and shareholders through the incremental performance and value this will generate. This is good for our people, good for our stakeholders, and good for our business.

Guiding Principles

1. Leadership

Establish gender diversity and inclusion as a strategic business imperative at all levels of an organization visibly led by the Chief Executive and top leadership.

2. Aspiration & goal setting

Set and maintain challenging but achievable goals and objectives for gender diversity.²

3. Science, Technology, Engineering and Mathematics (STEM) Pipeline

Support the development of women into STEM subjects at early years in school and university, and their development towards technical roles and careers.

4. Clear responsibility

Ensure that managers are responsible for reaching diversity goals and objectives and that they have appropriate oversight of strategies and initiatives to achieve them.

5. Recruitment, retention and promotion policies

Review relevant policies and processes including recruitment, retention, evaluation, remuneration and career planning to ensure they are gender sensitive. Recognise and mitigate unconscious biases in selection and retention processes.

6. Inclusive corporate culture

Create an open and inclusive corporate culture where all genders can flourish.

7. Work environment and work-life balance

Develop and communicate clear guidelines on the implementation of gender-sensitive work-life balance policies for all staff.

¹ Figures are based on preliminary results from the World Economic Forum Future of Jobs survey, Catalyst Inc. data, and Grant Thornton International Business Report (2014).

² In line with applicable legislation.

The Call to Action is endorsed by the following companies:

- Amec Foster Wheeler Plc
- BG Group Plc
- BP
- Crescent Petroleum
- Dana Gas PJSC
- Engie
- Eni
- Enquest Plc
- Essar Group
- Fluor Corporation
- Maire Tecnimont
- Mitsui & Co Ltd
- Oando Plc
- Pemex
- Reliance Industries
- Repsol SA
- Royal Dutch Shell
- Royal Vopak
- Sasol
- Saudi Aramco
- Statoil
- Total