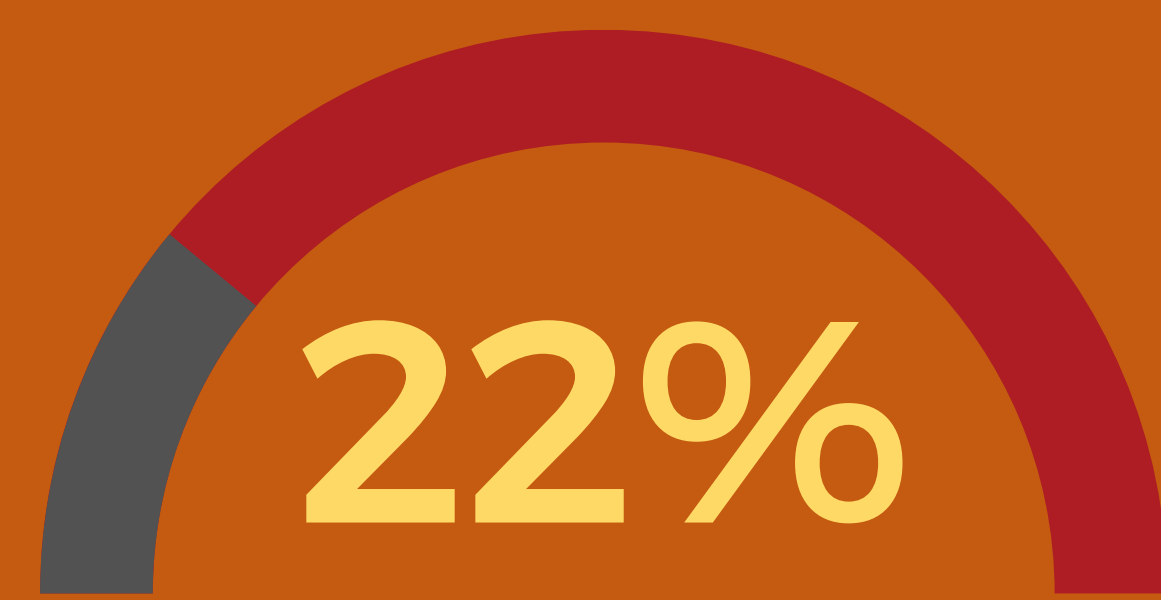


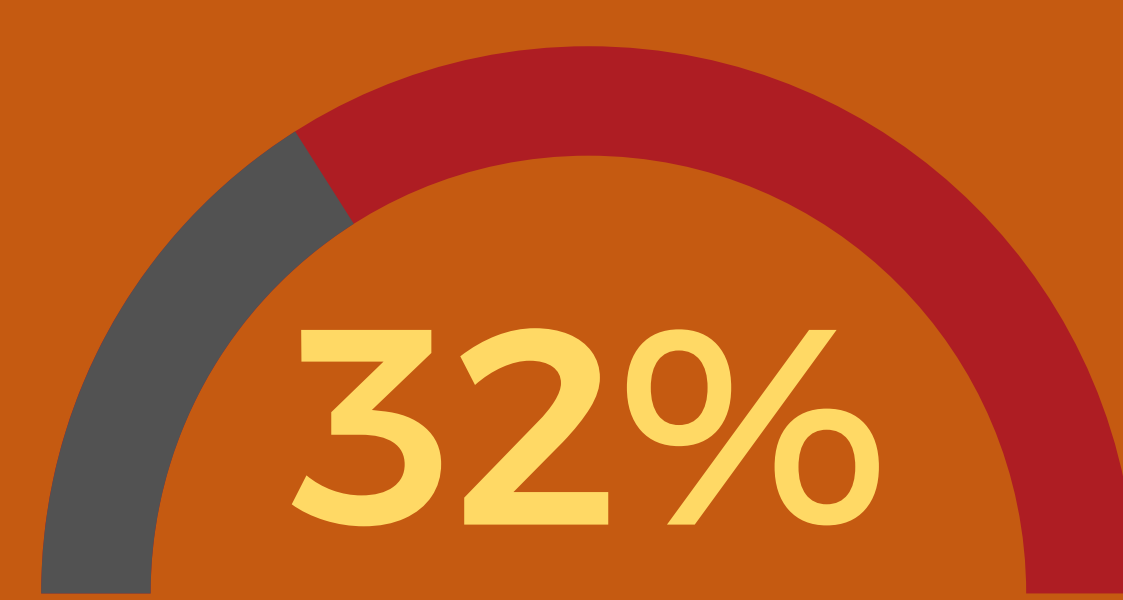
WOMEN IN STEM: APPLYING A GENDER LENS TO THE ENERGY SECTOR

In Europe, the energy sector workforce is dominated by male professionals, women continue to be underrepresented.



The percentage of women in the labour force in the oil and gas sector.

(SOURCE: EUROPEAN GREEN CITIES, 2023)



The percentage of women in the labour force in the renewable energy sector.

In the renewable energy sector, traditional distribution of technical jobs continue to exist, with women occupying only 28% of STEM positions

(SOURCE: IRENA, 2019)



THE RE-WITCH PROJECT
WOMEN SAID IT

“ I hope that my young daughter will live in a different world; a world that would not count on gender and race.

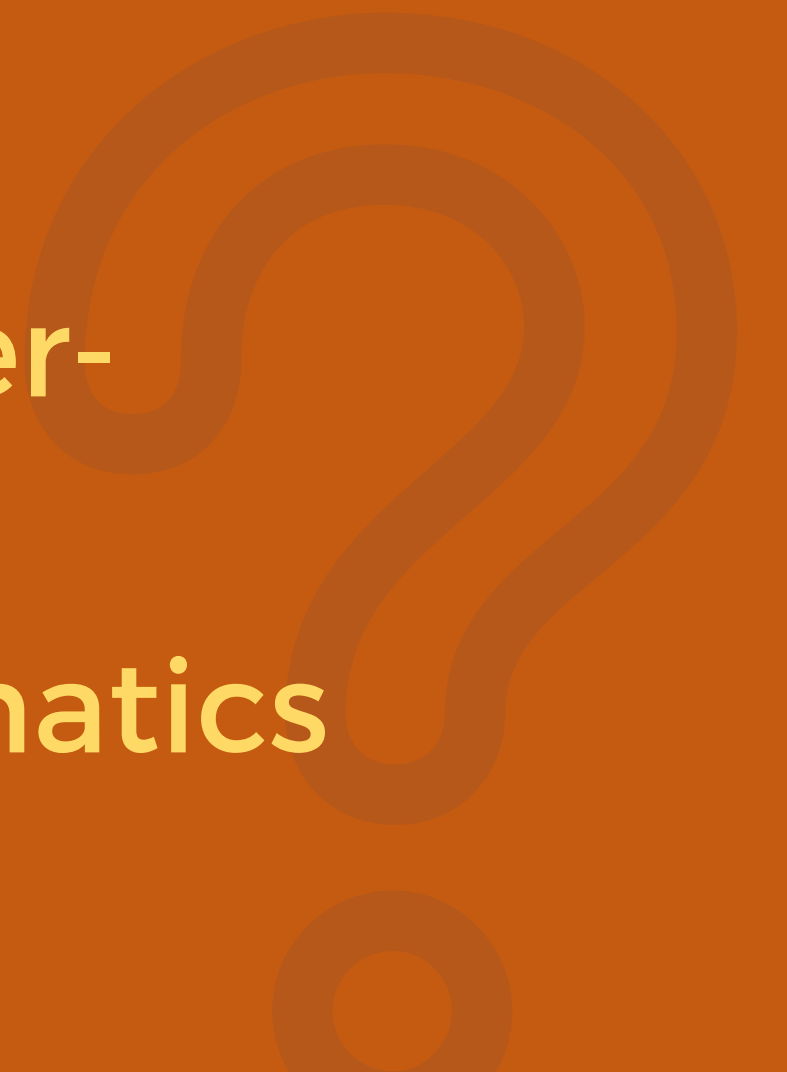


“ To all young women, take advantage of the opportunities that STEM offers. Create a network that supports you and stay true to yourself.

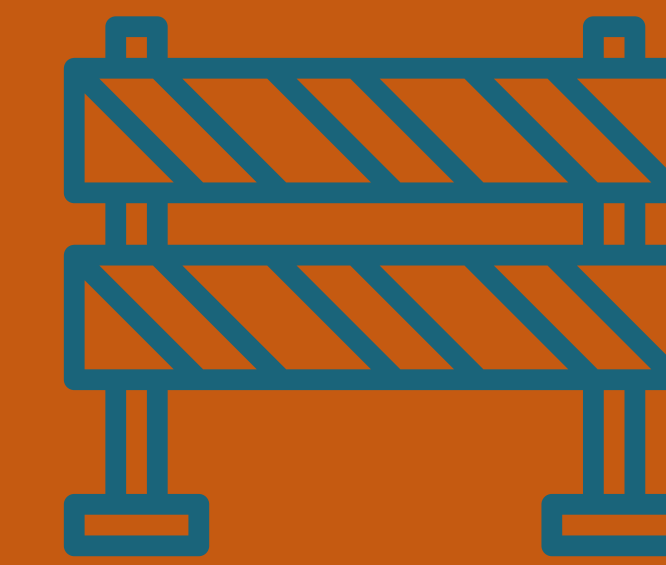


Did you know?

In higher education, women are underrepresented in the fields of science, technology, engineering and mathematics (STEM). (Source: IEA, 2022)



GENDER RELATED BARRIERS



- Lack of adequate skills in energy-related education;
- The difficulty of achieving a balance between family life and work;
- The perception of the energy sector as a male domain and persistent gender stereotypes;
- Insufficient career promotion opportunities and mentoring programs for women.

(SOURCE: EUROPEAN PARLIAMENT, 2019)

PERCEPTIONS



71% of women surveyed by IRENA believe that they earn less than their male counterparts (in the renewable energy sector).

(SOURCE: IRENA, 2018)



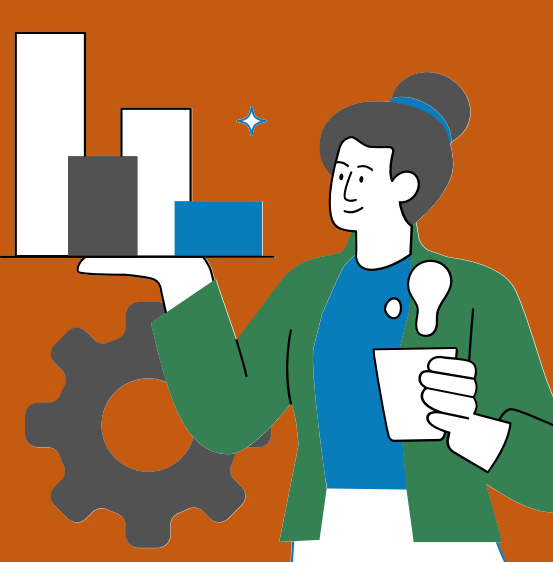
Women make up 41% of the scientists and engineers in the EU.

(SOURCE: EUROSTAT, 2022)

By 2030

Predictions forecast almost 30 per cent of core STEM roles in the U.K. will be held by women!

(SOURCE: WISE)



An EU-funded project delivering cost-competitive, game-changing solutions in the field of sustainable industrial cooling and heating.

33 WOMEN IN THE PROJECT >>> **12** IN STEM!

A collaboration with



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