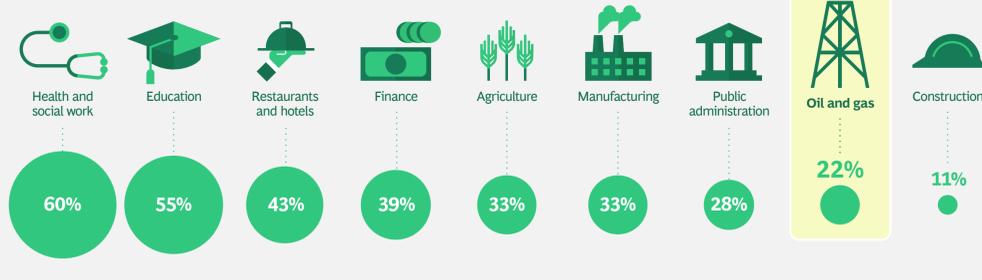


# Bridging the Gender Gap in Oil and Gas

## A Lack of Gender Balance

Oil and gas has one of the lowest shares of women among major industries

PERCENTAGE OF WOMEN ACROSS INDUSTRIES



Not enough women enter the oil and gas industry, for two main reasons

1

A shortage of women in STEM education programs, which provide the necessary qualifications for a career in the technical areas of the industry

WOMEN IN STEM PROGRAMS, BY REGION



Women make up 54% of those in postsecondary education, but only 27% of those in programs focused on science, technology, engineering, and mathematics (STEM).

2

A poor reputation as a place for women to establish a career; negative views about the industry are common:

“The industry is still considered by many women to be male-dominated, and there is a view that the industry has not yet made a conscious decision to increase gender diversity.”  
—Male senior executive

“If you Google the oil and gas industry, you will find images of men in dirty clothes and mud everywhere.”  
—Female senior executive

“We need more active promotion of qualified women to senior leadership roles and higher visibility of women in leadership roles [to help increase the share of women in the industry].”  
—Male strategy director

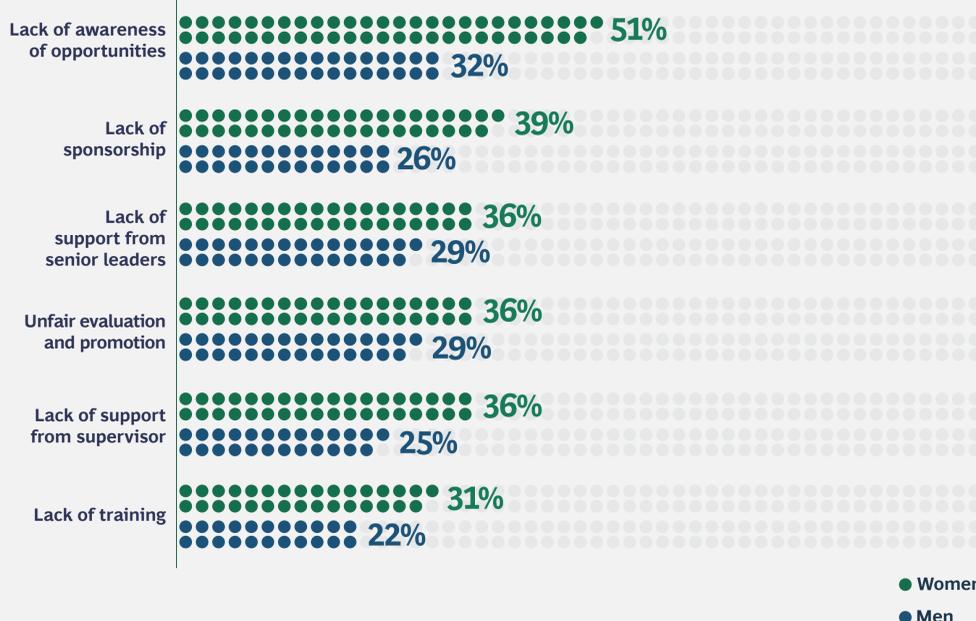
## From Entry Level to Executive

Women in oil and gas say they face major hurdles to career advancement

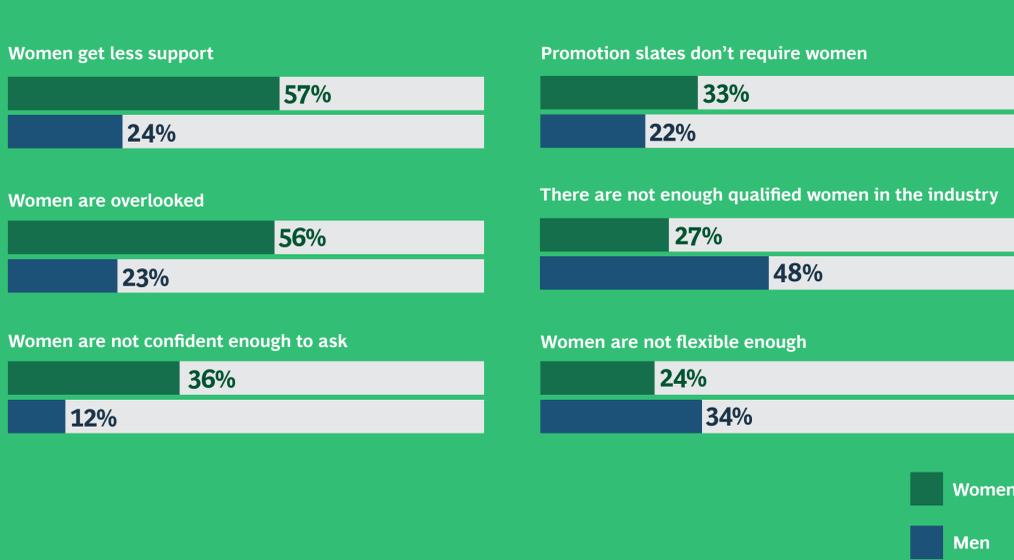
WOMEN IN OIL AND GAS



Women and men say they face different obstacles over the course of their careers



Women and men give different reasons for the lack of women in senior management



## Achieving Gender Balance

Increasing the number of women in the industry could have several benefits



Improved problem solving



Greater creativity



Lower-risk decision making

Oil and gas companies can advance women in multiple ways



As a result of such actions, the industry believes it can boost the number of women substantially



### NOTES AND SOURCES:

This infographic is based on research conducted by The Boston Consulting Group and the World Petroleum Council for their jointly produced 2017 report *Untapped Reserves: Promoting Gender Equality in Oil and Gas*. The research included interviews with more than 60 senior executives within the industry, a survey of approximately 2,000 male and female industry professionals, and an analysis of industry workforce data provided by 38 companies that collectively represent about \$1.9 trillion in annual revenue.

Data about women's participation in the oil and gas industry is based on significant oil-producing countries included in a 2016 BCG and WPC survey of 38 oil and gas companies around the world; data about women's participation in other industries comes from UN population and labor statistics from 2013, the International Labor Organization, and the National Bureau of Statistics (China).

The potential benefits of increased women's participation are discussed in "The Impact of Gender Diversity on the Performance of Business Teams: Evidence from a Field Experiment" (<http://gap.hks.harvard.edu/impact-gender-diversity-performance-business-teams-evidence-field-experiment>); "Groups of Diverse Problem Solvers Can Outperform Groups of High-Ability Problem Solvers" (<http://www.pnas.org/content/101/46/16385.abstract>); "Shattering the Glass Ceiling" (BCG article, August 2012).

Other sources include Eurostat, OECD, and UNESCO.