

Empowering Women in the Energy Industry for Value and Development

In Cooperation With UNECE and UNCTAD

Palais Des Nations ♦ Geneva, Switzerland ♦ 19–20 September 2013

ACTION AGENDA WITH BEST PRACTICES FOR EMPOWERING WOMEN IN THE ENERGY INDUSTRY

(as at 25 October 2013)

A seven-point action agenda for implementation was agreed upon by the Symposium participants:

Action No.	Area of Focus	Shared Best Practices (Working Examples and Links to Sites)
1	Mentoring: Companies and organizations need to institute a formalized system of mentoring for senior and middle managers (women and men) to help with career development and staff retention for junior women and men. The performance indicators for mentoring programmes should include targets for gender diversity.	<ul style="list-style-type: none"> Shell – men lead mentoring circles
2	Networking: Organizations, companies, and institutions should encourage and enable women's networks, both internal and external, that enable women to share experiences and lessons learnt, seek advice, build confidence and provide mutual support. Networking with women and men from various professional organizations and individuals at national, regional and global levels could spread practices and overcome traditional barriers to women.	<ul style="list-style-type: none"> Baker Hughes 'Womens Resource Group' conference with 300 attendees BP Women's International Network publishes a regular magazine and holds regular webcasts
3	Outreach and Education: Outreach, education and branding are needed to engage females from an early age and keep them involved throughout their career. Raising STEM (Science, Technology, Engineering and Mathematics) awareness for females must begin in the early years.	<ul style="list-style-type: none"> Statoil's work on STEM Little Miss Geek: Attracting girls to careers in technology STEMNET UK Anita Borg Institute Task Force on Boosting STEM Education in US Inspiring the Future (role models visiting schools in UK) EU Skills Panorama on STEM Skills European Centre for Women and Technology
4	Commitment from the Top: Commitment needs to be demonstrated from the CEO down, with not just words but actions to ensure that the commitment permeates to middle management. Key performance indicators on diversity and inclusion (D&I) are needed. Managers must recognize that it is their responsibility to ensure everyone on their team is heard. Clear D&I expectations should be set and middle managers held to account if they are not delivering.	<ul style="list-style-type: none"> BP's D&I ambition – internal goals for gender representation



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5	Best Practices and Performance Benchmarking: Best practices related to diversity and inclusion should be shared and compared across organizations. Examples of best practice shared: Shell – men lead mentoring circles, Baker Hughes ‘Womens Resource Group’ conference with 300 attendees.	<ul style="list-style-type: none">• BP’s D&I ambition – internal goals for gender representation
6	Change the Culture: A cultural shift is needed in how companies and organizations are run so that diversity and inclusion becomes the norm. Inclusivity is needed to ensure the whole organisation works and diversity can become sustainable. The role of governments is key. Small adjustments in systems and processes can bring change (‘nudge theory’), e.g. women on short lists, candidates for challenging roles, making space for development conversations.	<ul style="list-style-type: none">• Nudge Theory
7	Cooperation, Collaboration and Communication: Improved cooperation, collaboration and communication is needed at the individual, company and societal/national levels. New methods, such as public-private- partnerships for social infrastructures and innovative projects with a special focus on women’s participation in the industry should be promoted at national and regional levels. Indicators and data gathering are needed to monitor the advancement of women’s participation at mid- and senior-levels, as well as progress in accounting for gender aspects in the industry itself.	<ul style="list-style-type: none">• Athena SWAN Awards• Little Miss Geek: Attracting girls to careers in technology

