Successful Megaproject:
More women joining Oil & Gas industry

Career prospects for women in the oil and gas industry have improved in recent years and an increasing number of women are taking advantage of those opportunities, according to the majority of energy professionals in the inaugural Global Diversity and Inclusion Report.

The study conducted by BP, the international oil and gas company, and Rigzone, the leading online resource for the oil and gas industry, examined female representation in the energy workplace from the perspective of 3,000 oil and gas professionals.

While nearly three-quarters of respondents (72%) believed oil and gas remains a male-dominated industry, and there is still a lot of progress to be made, the majority of energy professionals said it was quite or very important for the oil and gas industry to ensure it is attractive to women. This finding is particularly relevant given nearly nine out of ten survey respondents were male.
Regional view of whether career prospects for women within Oil & Gas have improved in recent years.
What do you think will happen to the proportion of women at each of the following experience levels in the Oil & Gas industry over the next 5 years?

The industry’s progress may be most notable in respondents’ thoughts about the future. More than 60 percent said they expect the greatest increases in female representation to be among professionals just entering the industry and those early in their career.

Kirsty Bashforth, Group Head of Organizational Effectiveness, BP, commented: “We want women to know that the oil and gas industry has made tremendous strides in recent years and that it offers opportunities not provided by other sectors. Women, which represented nearly 32 percent of BP’s hires last year, are playing an increasingly vital role in the effort.”

The survey uncovered the barriers and challenges women frequently face in the oil and gas industry, as well as potential solutions for increasing female representation. One in five (20%) strongly agreed gender based discrimination occurs within the industry and respondents cited societal conditioning, a lack of qualified candidates and family care responsibilities are the most significant barriers to increasing the proportion of women in the industry. Implementing STEM (science, technology, engineering and math) programs in schools, offering flexible working arrangements and implementing company goals for improving gender balance were cited as the most important ways to increase female representation.

Overall, how important do you think it is that the Oil & Gas industry ensures it is an attractive employment sector for women?

Oil & Gas is a male dominated industry?
VARIATIONS BY GENDER

When it comes to selecting an employer, male and female oil and gas professionals were united on the top three decision points: transparency in remuneration structure, availability of mentoring and sponsorship programs and flexible working arrangements. However, female respondents placed more importance than male respondents on mentoring and sponsorship programs and pay transparency, while male respondents placed more importance on companies offering childcare specific benefits. At the same time, both men and women placed nearly equal importance on flexible work arrangements when selecting an employer.

In respect to pay, nearly half (47%) of respondents believed gender plays a role in setting compensation. However, when asked specifically who is more highly paid, just 36 percent of respondents said male oil and gas professionals are more highly paid than female oil and gas professionals and 44 percent of oil and gas professionals noted they believe pay is comparable between the genders.

“While the industry acknowledges it still has work to do in terms of a gender balanced pool of talent, the results of this survey demonstrate that industry initiatives and programs to engage women about careers in oil and gas are making an impact and we need to keep focused for them to continue to do so.”

- Kirsty Bashforth, Group Head of Organizational Effectiveness, BP
When selecting an employer, how important to you is it that the company offers each of the following:

1. A clear gender diversity policy
   - Men: 52% Important, 21% Not Important
   - Women: 68% Important, 12% Not Important

2. A track record of employing a diverse workforce (gender)
   - Men: 21% Important, 49% Not Important
   - Women: 73% Important, 27% Not Important

3. Women represented at the top levels of the company
   - Men: 67% Important, 33% Not Important
   - Women: 10% Important, 90% Not Important

4. Mentoring/Sponsoring
   - Men: 11% Important, 6% Not Important
   - Women: 72% Important, 82% Not Important

5. Flexible working arrangements
   - Men: 71% Important, 9% Not Important
   - Women: 72% Important, 9% Not Important

6. Childcare specific benefits
   - Men: 62% Important, 18% Not Important
   - Women: 56% Important, 0% Not Important

7. Transparency in remuneration structure
   - Men: 73% Important
   - Women: 82% Important

When selecting an employer, how important to you is it that the company offers each of the following?
Have you witnessed any situation at your company where an individual has benefitted or lost out professionally on the basis of gender and not ability?

VARIATIONS BY REGION

While 62 percent of respondents felt the number of women working in oil and gas has increased globally, 80 percent of oil and gas professionals in South America agreed with this statement, compared to only 52 percent in Europe, the lowest proportion from any work region.

Encouragingly, respondents based in Africa (60%) and Asia (64%) agreed or strongly agreed that women have equal opportunities to men for advancement to management positions in the oil and gas industry, compared to 54 percent globally.

Canada had the highest proportion of respondents (78%) who said career prospects had improved for women, while European-based energy professionals had the lowest proportion of respondents (35%) that believed gender discrimination was common in the industry.

Finally, respondents in the U.S. were more positive about the career prospects for women in the industry, with 75 percent believing they have improved in recent years. However, 31 percent of U.S. oil and gas professionals believe they have lost out professionally due to their gender and not their ability. This is the highest proportion of respondents from any region globally.

About the Global Diversity and Inclusion Report

The Global Diversity and Inclusion survey was administered online and oil and gas professionals registered on Rigzone were invited to participate in the survey through an email invitation. More than 3,000 energy professionals responded to the survey, with 26 percent working in North America, 24 percent in Asia Pacific, 17 percent in the Middle East, 14 percent from Europe, and 12 percent and 7 percent from Central, South America and the Caribbean and Africa respectively.
About BP

BP is one of the world’s largest oil and gas companies, serving millions of customers every day in more than 80 countries, and employing nearly 85,000 people. BP’s business segments are oil and gas exploration & production, and refining & marketing. In alternative energies, BP has low- and no-carbon wind and biofuels businesses. Through these activities, BP provides fuel for transportation; energy for heat and light; services for motorists; and petrochemicals products for plastics, textiles and food packaging. It has strong positions in many of the world’s hydrocarbons basins and strong market positions in key economies.

About Rigzone

Rigzone, a Dice Holdings Inc. service, is a leading online resource for the oil and gas industry delivering content, data, advertising and career services. Dedicated to bringing upstream oil and gas news and data, including in-depth information on exploration, drilling and production markets to organizations tackling the energy challenge, its online community of highly-skilled and experienced energy professionals is unmatched. www.rigzone.com

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