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

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

From Entry Level to Executive

A Lack of Gender Balance

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

Women are overlooked
Women are not flexible enough

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

Women substantially

Achieving Gender Balance
Increasing the number of women in the industry could have several benefits

Improved problem solving
Greater creativity
Lower-risk decision making

In programs focused on science, technology, engineering, and mathematics (STEM), there were 60% women in North America, 55% in Europe, 43% in Asia, 39% in Latin America, 33% in the Middle East, and 33% in Oceania.

The potential benefits of increased 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 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.

The research included interviews with more than 60 senior executives at companies in the oil and gas industry, and a survey of more than 3,200 men and women who work in the industry across 19 countries.

The industry believes it can increase the number of women to 22% in entry-level positions, 36% in mid-level positions, and 48% in executive level positions by 2022.

NOTES AND SOURCES:

The statistics from 2013, the International Labor Organization, and the National Bureau of Statistics (China).

Other sources include Eurostat, OECD, and UNESCO.

http://www.pnas.org/content/101/46/16385.abstract; "Shattering the Glass Ceiling" (BCG article, August 2012).

"Gender Diversity and Performance: Evidence from a Field Experiment" (http://gap.hks.harvard.edu/impact-gender-diversity-performance-business-teams-evidence-field-experiment);

"We need more active promotion of 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).

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