

EL PAPEL DE LA MUJER EN LOS REGULADORES ENERGÉTICOS

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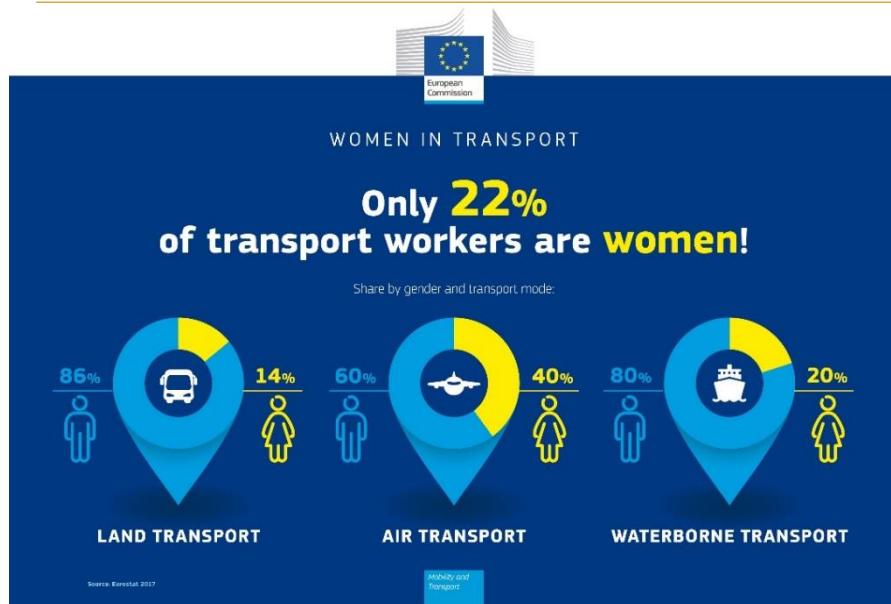
8 de mayo del 2019



Por término medio, las mujeres siguen ganando en todo el mundo un 24% menos que los hombres en el mercado de trabajo.

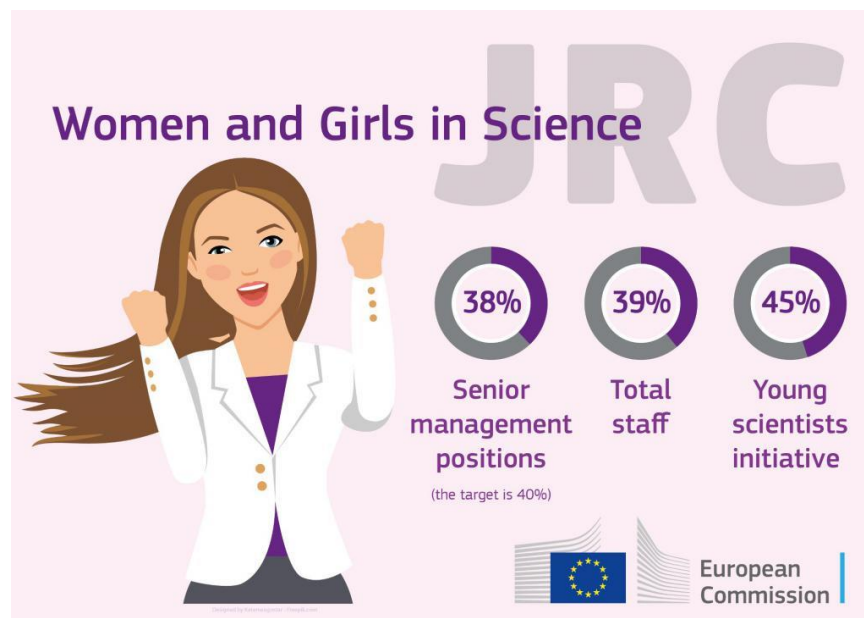
Las desigualdades a las que se enfrentan las niñas puedan empezar en el momento de su nacimiento y perseguirles durante toda su vida.

Objetivo UE: igualdad de género



En la Unión Europea, se han identificado sectores donde se necesita trabajar más para la igualdad.

La tasa de empleo y los salarios de mujeres siguen todavía más bajos que los de hombres.







What has been the progress made so far?

- ▶ Female representation on boards in the NIFTY 500 increased from 5% in 2012 to 13% in 2017
- ▶ India experienced a growth of 25% in female leadership during 2008-16



Are the initiatives working enough to speed up the progress?

- Quotas might not be effective due to reasons including
- ▶ Not trickling down to lower levels
 - ▶ Potential stigma
 - ▶ Lack of employee engagement and inability to address discrimination

Corporate initiatives need to be a widespread phenomena and not be restricted to only a few leading companies.



How can we ensure effectiveness of initiatives?

Embracing a three pronged framework:

- ▶ Strong legislation
- ▶ Comprehensive corporate strategy
- ▶ Senior management accountability for tracking diversity targets

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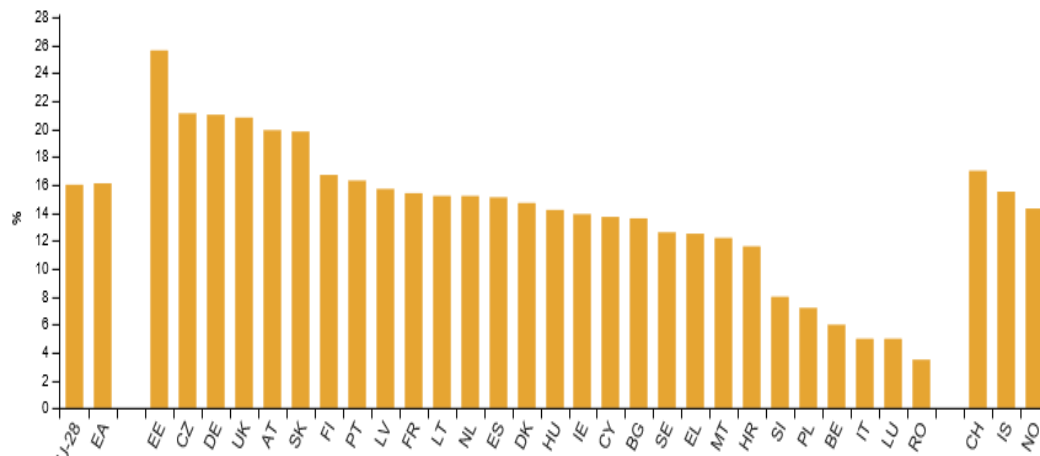
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Mujeres en puestos de dirección por sector en el mundo



¿Dónde estamos? En Europa...

The unadjusted gender pay gap, 2017 (difference between average gross hourly earnings of male and female employees as % of male gross earnings)

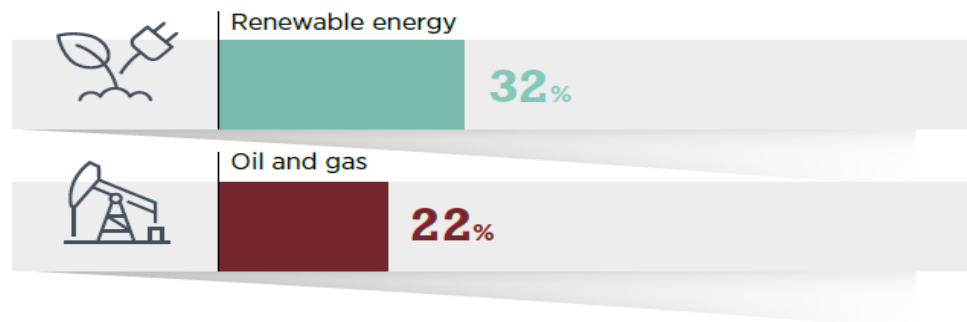


Situación de la brecha salarial en Europa, por países y sectores económicos (2017)

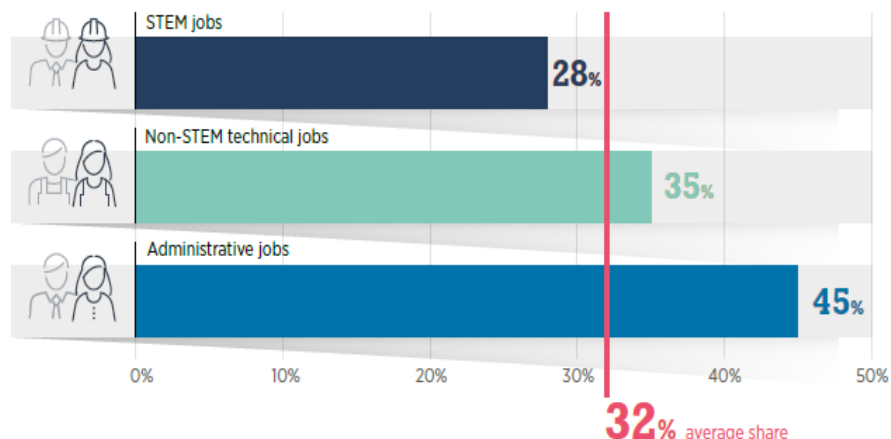
The unadjusted gender pay gap by economic activity (%), 2017

	Business economy (B to N)	Manufacturing (C)	Electricity, gas, steam and air conditioning supply (D)	Water supply; sewerage, waste management and remediation activities (E)	Construction (F)	Information and communication (J)	Financial and insurance activities (K)	Real estate activities (L)	Professional, scientific and technical activities (M)
Belgium	10.6	6.0	21.6	-2.4	-7.5	11.5	19.8	3.4	15.2
Bulgaria	13.8	24.7	16.8	18.4	-13.9	18.1	23.6	17.9	3.1
Czechia	16.4	25.1	16.9	7.3	11.6	32.8	39.5	15.0	24.0
Denmark	15.5	9.9	18.7	2.4	10.1	17.4	19.0	9.5	19.8
Germany(*)	24.8	24.6	20.9	4.7	13.1	25.1	27.9	12.7	30.7
Estonia	26.2	29.0	14.2	5.7	16.5	25.8	40.2	12.0	29.0
Spain(*)	20.8	18.5	12.8	13.7	1.7	13.4	20.5	24.1	20.9
France(*)	12.5	14.4	12.1	3.7	-5.8	11.4	30.6	11.6	22.2
Croatia	12.5	19.8	0.4	-2.0	-15.8	14.3	25.0	14.7	12.7
Italy(*)	15.6	16.7	.	.	.	18.6	18.3	.	29.1
Cyprus(*)	21.2	29.3	2.3	-5.2	8.7	14.1	25.2	8.3	32.8
Latvia	15.1	18.0	17.5	21.8	-0.1	16.2	29.8	13.8	14.6
Lithuania	15.4	24.2	8.6	14.8	0.2	28.2	38.1	12.9	16.8
Luxembourg	13.1	14.8	-1.7	-2.1	-0.7	15.3	22.1	16.8	25.4
Hungary(*)	12.9	20.7	10.7	1.9	-7.6	20.6	32.4	8.7	17.4
Malta(*)	14.8	21.1	.	5.6	-33.4	23.7	28.3	7.3	22.6
Netherlands	21.2	18.3	12.2	0.6	10.5	17.4	28.1	17.4	22.3
Austria	21.7	21.6	18.3	7.3	6.7	21.7	28.1	24.9	30.0
Poland(*)	15.4	20.7	4.6	-4.3	-14.8	25.9	30.4	7.4	14.9
Portugal	20.0	30.5	3.3	-8.7	-8.4	11.7	23.6	18.9	19.4
Romania(*)	7.3	18.2	3.6	-0.1	-20.9	16.3	28.2	10.6	1.8
Slovenia	9.2	15.1	-2.6	-10.3	-20.8	16.7	22.6	-3.7	-0.9
Slovakia	20.6	26.3	8.6	-3.6	4.8	29.4	33.5	23.5	16.7
Finland(*)	15.7	9.1	14.2	3.4	0.6	12.9	29.1	16.3	14.6
Sweden	9.6	4.2	7.7	-2.8	-1.7	10.2	25.5	8.1	12.3
United Kingdom(*)	21.1	17.1	18.0	-0.5	13.9	18.2	34.2	21.9	23.7
Iceland(*)	15.4	16.4	9.1	-3.5	-7.3	12.0	40.1	.	.
Norway	16.9	10.8	9.5	-2.6	-4.8	14.7	30.4	18.4	20.4
Switzerland	19.5	17.7	10.2	5.9	6.2	20.7	30.3	20.4	22.7

Por: Gema Rico Rivas (CNMC – ES)
Fuente: Eurostat



Porcentaje femenino que trabaja en el sector energético a nivel mundial (energías convencionales frente a energías renovables)



Porcentaje femenino con formación técnica, no técnica y administrativa en el sector renovable a nivel mundial

STEM = Science, Technology, Engineering and Mathematics.

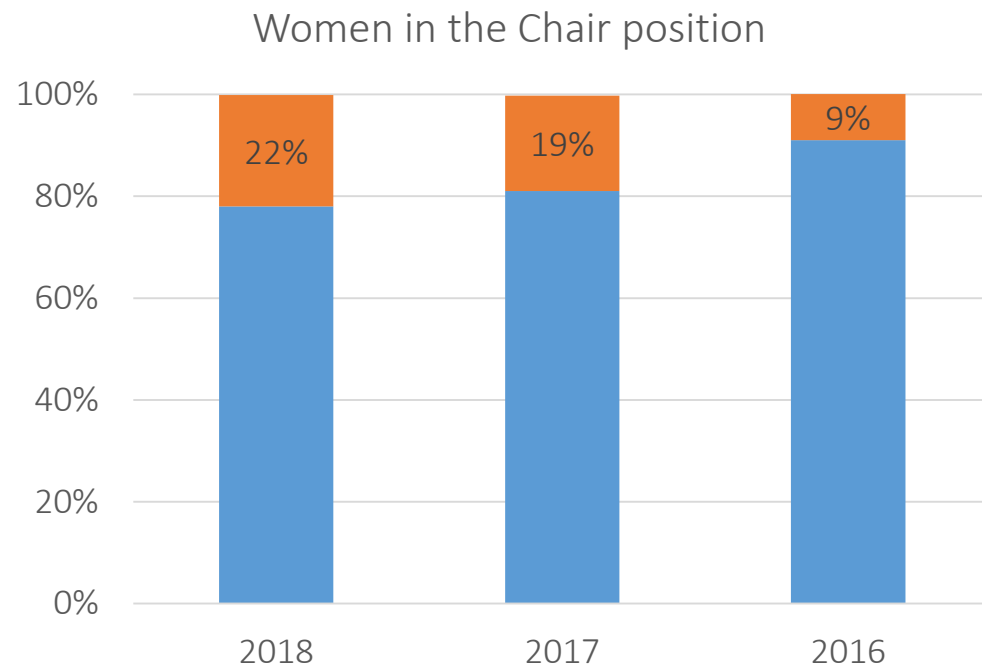
The vertical line indicates the average share of women in renewable energy jobs among survey participants.

Por: Gema Rico Rivas (CNMC – ES)
 Fuente: IRENA gender perspective 2019

Porcentaje femenino en los Consejos de Administración de las 200 utilities principales a nivel mundial, 2016



	2018	2017	2016
Women on the Board	25%	23%	24%
Men in the Chair position	78%	81%	91%
Women in the Chair position	22%	19%	9%
Senior management			
Women	40%	33%	34%
All other staff			
Women	49%	49%	48%
Number of respondents	32	16	11

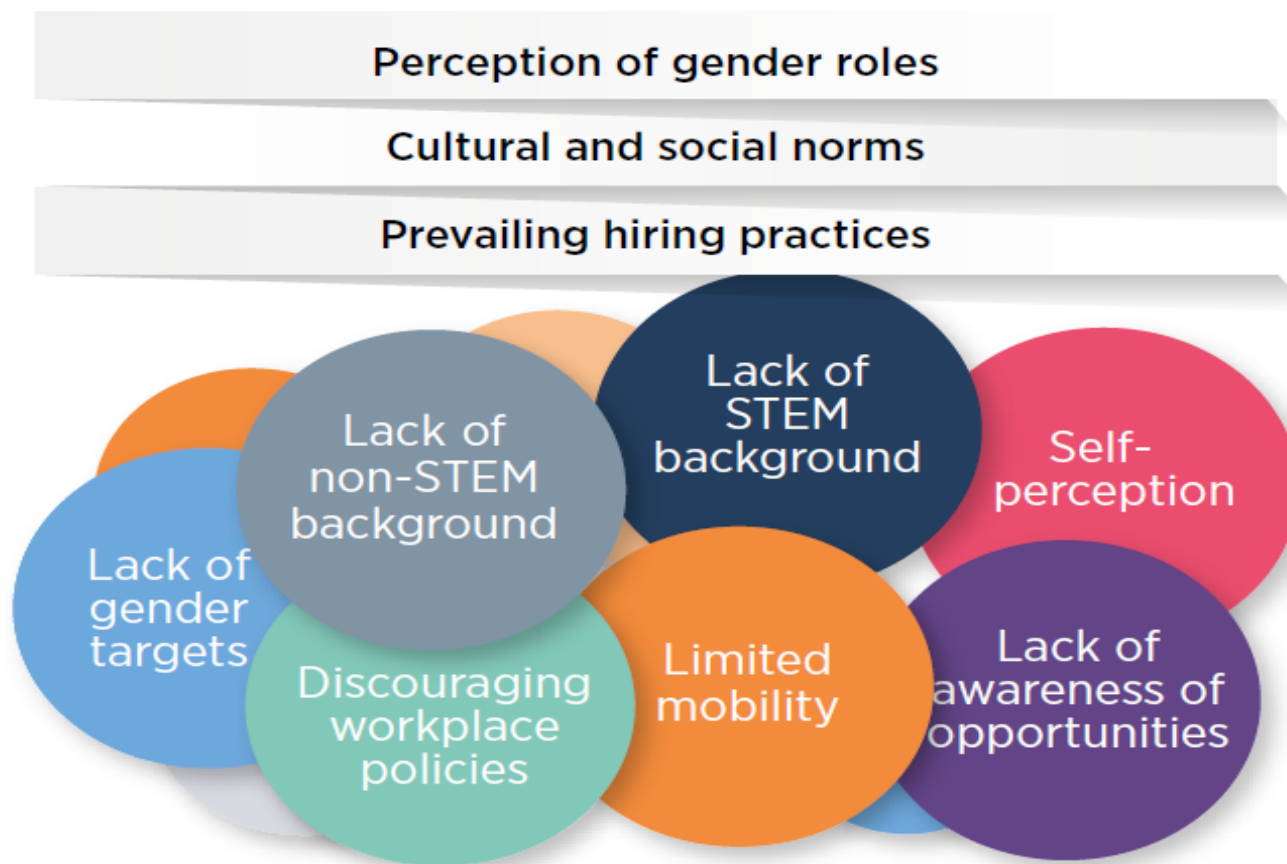


En los reguladores europeos...

NRA	Name	Country	Gender Cttee
ECA	Estonian Competition Authority	Estonia	No
Ofgem	Office of Gas and Electricity Markets	United Kingdom	Yes
BNetzA	Federal Network Agency (Bundesnetzagentur)	Germany	Yes
E-Control	E-Control	Austria	No
ERSE	Entidade Reguladora dos Serviços Energéticos	Portugal	No
NCC	National Commission for Energy Control and Prices	Lithuania	No
CRU	Commission for Regulation of Utilities	Ireland	No
IRL	Institut Luxembourgeois de Régulation	Luxembourg	No
CERA	CYPRUS ENERGY REGULATORY AUTHORITY	Cyprus	No
CNMC	National Commission for Energy and Prices	Spain	No
EV	Energy Authority	Finland	No
ERO	Energy Regulatory Office	Kosovo	No
HEA	Hungarian Energy Office	Hungary	No
REWS	Regulator for Energy and Water Services	Malta	No
ANRE	Romanian Energy Regulatory Authority	Romania	No

Por: Gema Rico Rivas (CNMC – ES)
Fuente: CEER (2018)

Barreras a entrada de mujeres en el sector de las energías renovables

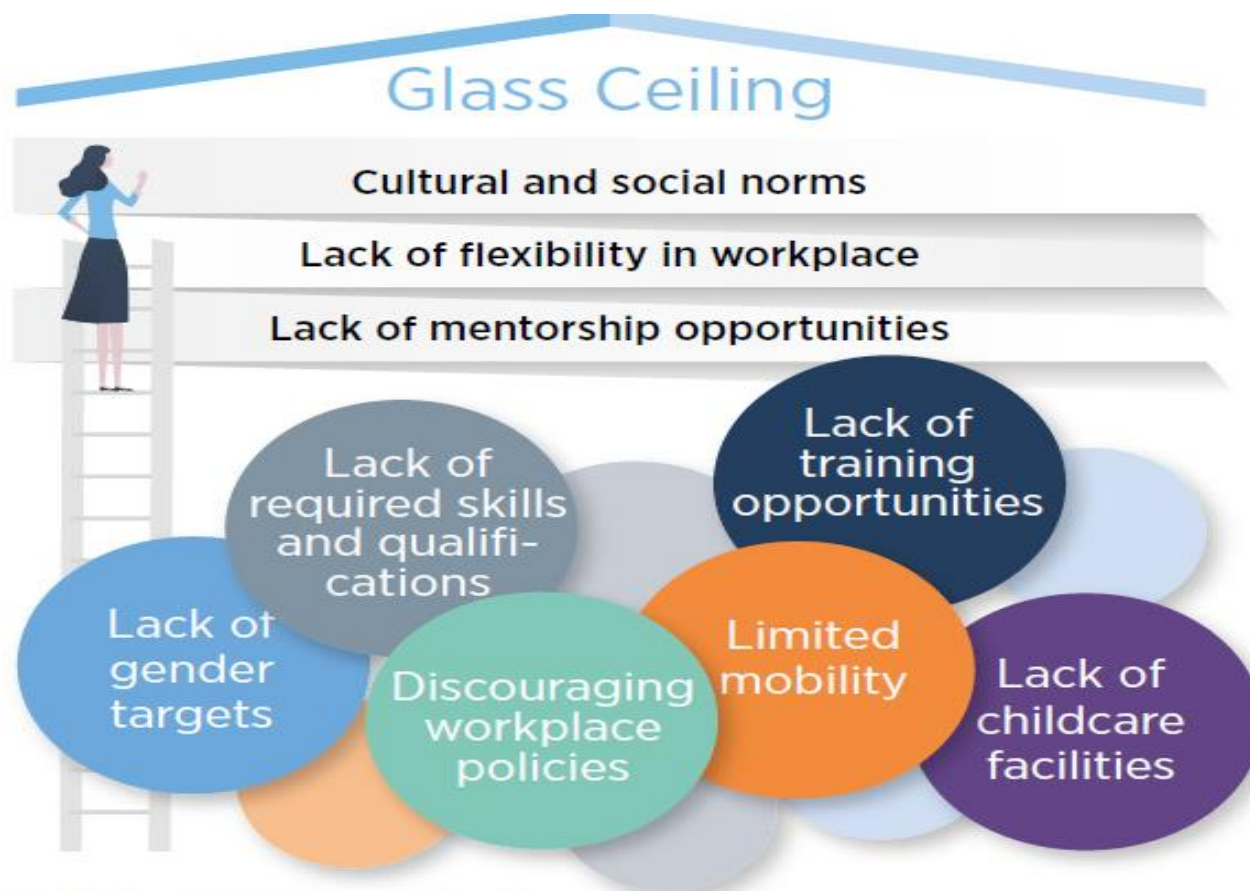


Source: IRENA online gender survey, 2018.

Note: STEM = science, technology, engineering and mathematics.

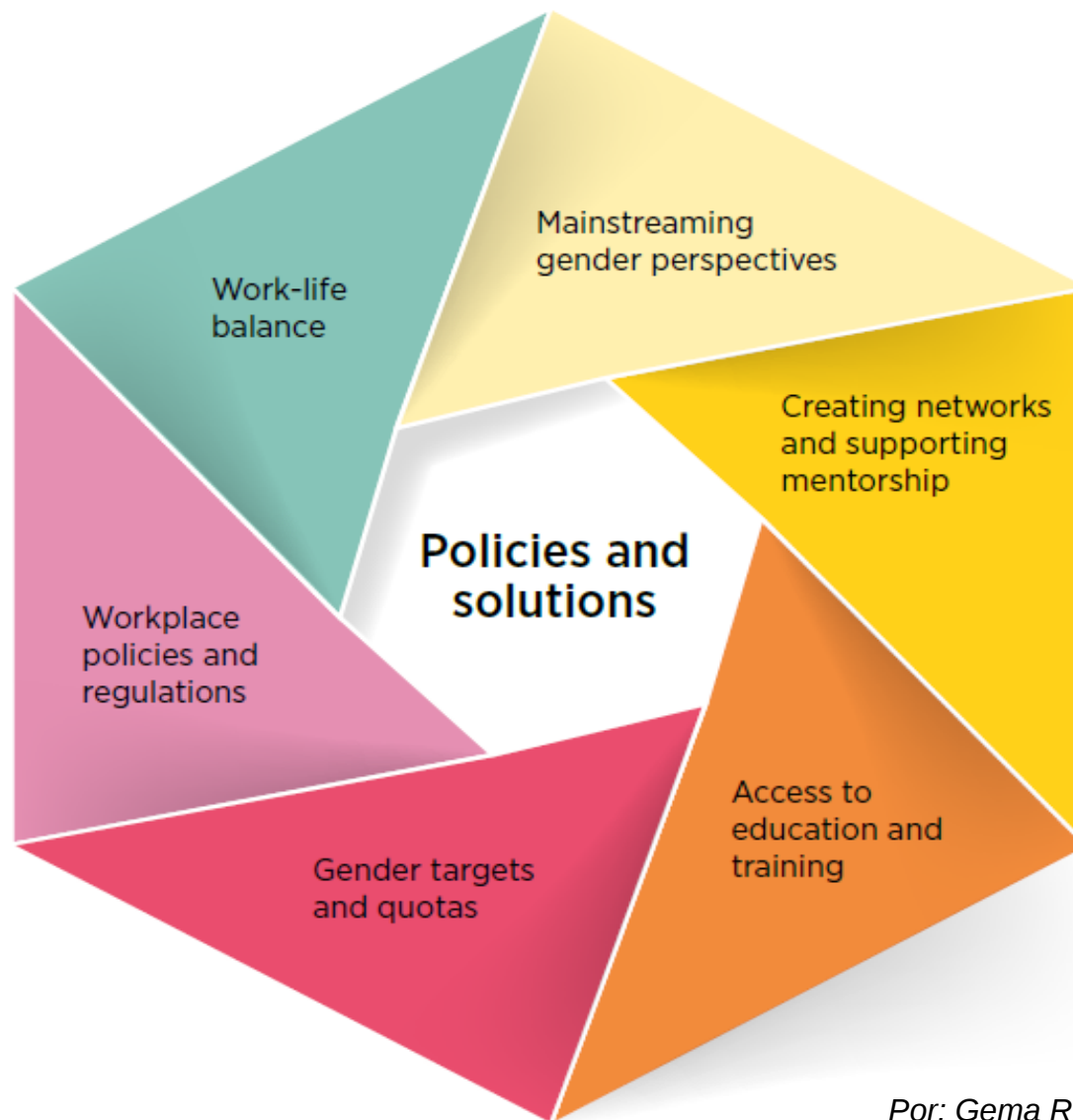
Por: Gema Rico Rivas (CNMC – ES)
Fuente: IRENA gender perspective 2019

Obstáculos para la retención y el avance de las mujeres en el sector FER



Source: IRENA online gender survey, 2018.

Por: Gema Rico Rivas (CNMC – ES)
Fuente: IRENA gender perspective 2019



Algunas medidas...

United Kingdom

- ▶ Davies and Hampton-Alexander Review
- ▶ 30% Club
- ▶ Women in Finance Charter

European countries

(Norway, France, Italy, Spain, Belgium, Iceland, Netherlands and Germany)

- ▶ Legislative intervention or mandatory gender quotas

India

- ▶ The Companies Act, 2013
- ▶ The Securities and Exchange Board of India (SEBI) guidelines
- ▶ Uday Kotak Panel on Corporate Governance

United States

- ▶ US 30% Club
- ▶ Women on Board (A Catalyst initiative)
- ▶ California being the first state to mandate female Board Directors

Australia

- ▶ Women & Leadership Australia (WLA) initiative
- ▶ Chair's Mentoring Program
- ▶ 30% Club Australia

- Legislative intervention or mandatory quota
- Collaborative business-led approach
- Liberal approaches



Women in Energy
The International Network



ICER
International Confederation
of Energy Regulators

Inicio: octubre 2013

Visión: Igualdad de oportunidades para las mujeres: darles empoderamiento y confianza en sí mismas para triunfar.

Objetivo: apoyar el avance profesional de las mujeres en el sector de la energía.

Objetivo: Empoderar a las mujeres a través de herramientas prácticas y procurar cambiar la cultura y las actitudes.

La iniciativa WIE de ICER ayuda a dar más visibilidad a las mujeres reguladoras y les proporciona herramientas prácticas (mentoring, capacitación, creación de redes) que les ayudarán en sus carreras.



Herramientas:

- Meta de 20% para oradores femeninas
- Rede de contactos de Women in Energy
- ICER e-mentoring programme
- School 2 Energy Leaders
- Women in Energy Stories
- Women in Energy Webinars





Nuevo curso de formación:
“Promoting Gender Balance and Diversity in Energy
Regulatory Authorities”

jueves, 17 de octubre del 2019, Bruselas



MUCHAS
GRACIAS!

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