



World Petroleum Council

BP's Set for Success series: **Lifting the barriers to progress in the Oil & Gas industry**



Ulrike von Lonski, Director of Communication, WPC
London, 07/07/2015

WPC Overview

- Premier global forum for the oil & gas sector
- Established in 1933
- Promote the management of the world's petroleum resources for the benefit of all
- 70 member countries
- Members represent >96% oil and gas production and consumption (based on BP Statistics)
- OPEC and Non-OPEC members
- IOCs & NOCs
- Non-advocacy, non-political
- United Nations accredited
- Secretariat based in London
- Triennial Congress and other activities
- Leaving a legacy



WPC Membership



 WPC Member Countries

- | | | |
|----------------|-----------------|---------------------|
| Algeria | India | Portugal |
| Angola | Indonesia | Qatar |
| Argentina | Iran | Romania |
| Australia | Israel | Russia |
| Austria | Japan | Saudi Arabia |
| Azerbaijan | Kazakhstan | Serbia |
| Bahrain | Kenya | Sierra Leone |
| Belgium | Korea | Slovak Republic |
| Brazil | Kuwait | Slovenia |
| Canada | Libya | South Africa |
| China | Macedonia | Spain |
| Colombia | Mexico | Suriname |
| Croatia | Morocco | Sweden |
| Cuba | Mozambique | Thailand |
| Czech Republic | The Netherlands | Trinidad and Tobago |
| Denmark | Nigeria | Turkey |
| Egypt | Norway | United Kingdom |
| Finland | Oman | Uruguay |
| France | Pakistan | USA |
| Gabon | Panama | Venezuela |
| Germany | Peru | Vietnam |
| Hungary | Poland | |



Triennial World Petroleum Congress



2008 – Madrid

2005 – Johannesburg

2002 – Rio

2000 – Calgary

1997 – Beijing

1994 – Stavanger

1991 – Buenos Aires

1987 – Houston

1983 – London

1979 – Bucharest

1975 – Tokyo

1971 – Moscow

1967 – Mexico City

1963 – Frankfurt

1959 – New York

1955 – Rome

1951 – The Hague

1937 – Paris

1933 – London



WPC International Cooperation

- United Nations, UNFC, UNECE, Global Compact
- International Energy Agency (IEA)
- Organisation for Petroleum Exporting Countries (OPEC)
- OPEC Fund for International Development (OFID)
- International Standards Organisation (ISO)
- International Gas Union (IGU)
- ARPEL
- Associations and Institutions from WPC member countries
- Society of Petroleum Engineers (SPE)
- American Association of Petroleum Geologists (AAPG)
- European Association of Geological Engineers (EAGE)
- Oil and Gas Producers Association (OGP)
- International Petroleum Industry Environmental Conservation Association (IPIECA)
- The World Coal Institute (WCI)
- The World Energy Council
- The World Bank/IMF
- World Energy Forum



World Energy Council
CONSEIL MONDIAL DE L'ENERGIE

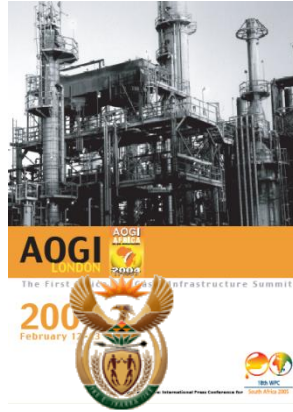
IPIECA

OPEC ORGANIZATION OF THE
PETROLEUM EXPORTING COUNTRIES



World Petroleum Council

WPC Events



Regional WPC Events
with National
Committees



Specialist industry events:
WORLD PETROLEUM COUNCIL



WPC Youth Forums:

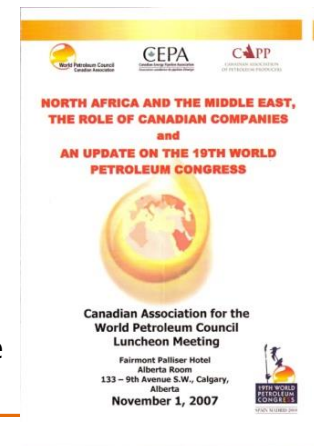


OPEC/WPC workshop



CO₂ sequestration and
reduction of methane flaring
and opportunities for
enhanced oil and gas
recovery.

First WPC-UNGCC Forum on
Responsible Business Practices in the
Oil & Gas Sector



WPC Youth Activities



- WPC Youth Committee
- Youth Programme at the Congress
- Mentoring Programme
- WPC Youth Forum:
 - 2nd in Paris - 2009
 - 3rd in India – 2010
 - 4th in Canada – 2013
 - 5th in Brazil - 2016



WPC & Gender



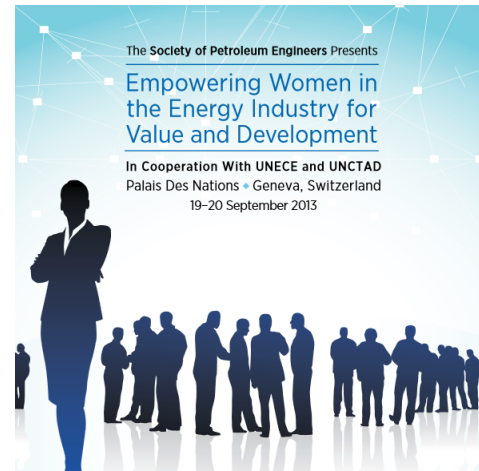
“Women in Industry” Leadership Networking Breakfast



WPC Mentoring Groups



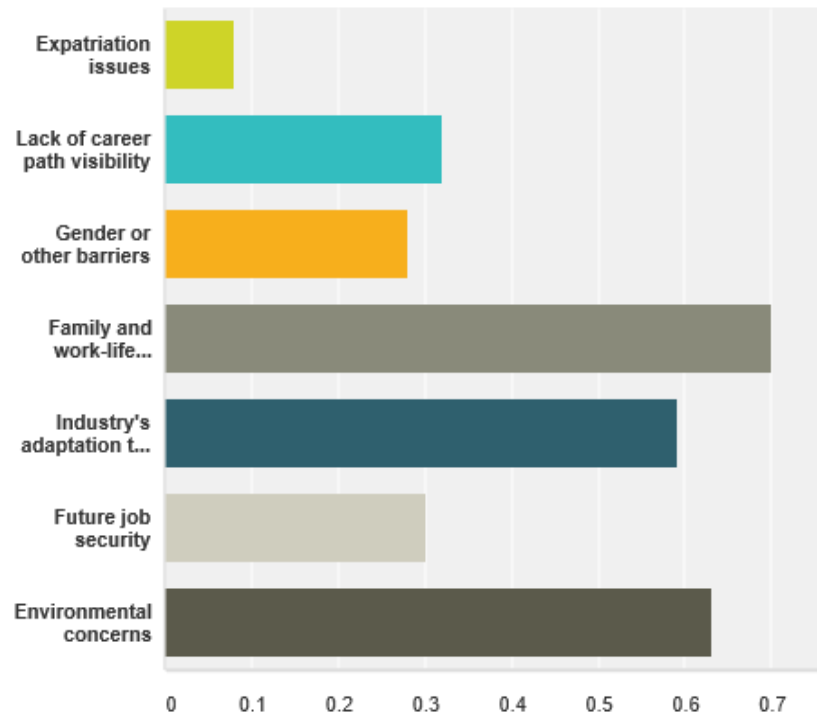
Special Session at Congress



Joint industry initiatives eg UN, EU, SPE

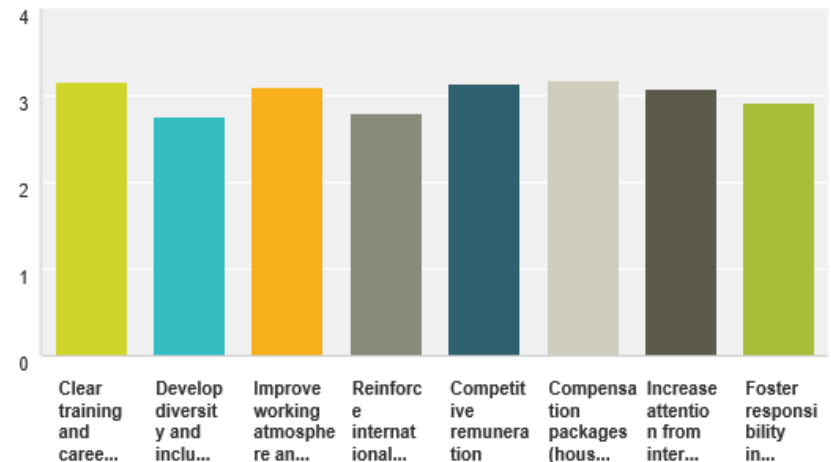
WPC & Gender - Surveys

Greatest challenges in your career ahead:



What do you think are the main incentives in retaining talent in the oil and gas industry? (indicate your answer on a scale from 1 to 4, with 4 the most important and 1 the least important)

Answered: 1,212 Skipped: 146



36% of young women did not think that women have equal opportunities, while 26% of young women thought that "Male dominance" was one of the biggest challenges for the oil and gas industry

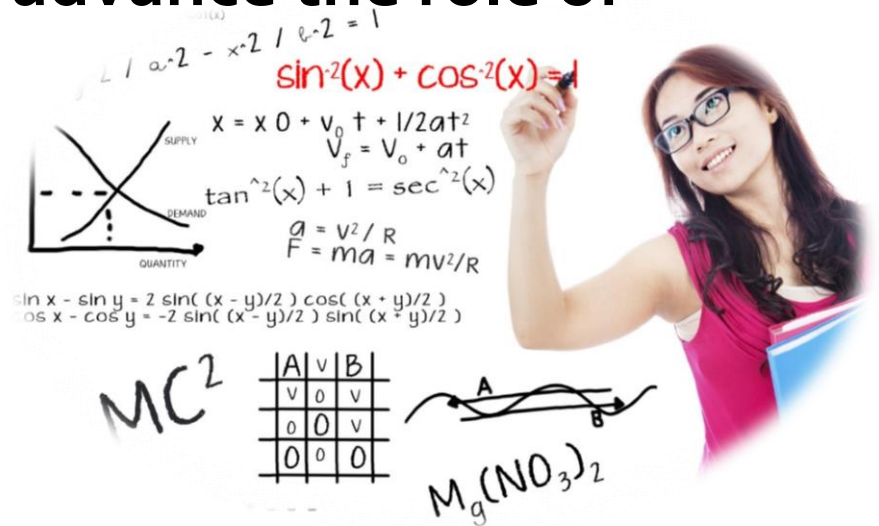


BP Talk: Lifting the barriers to progress

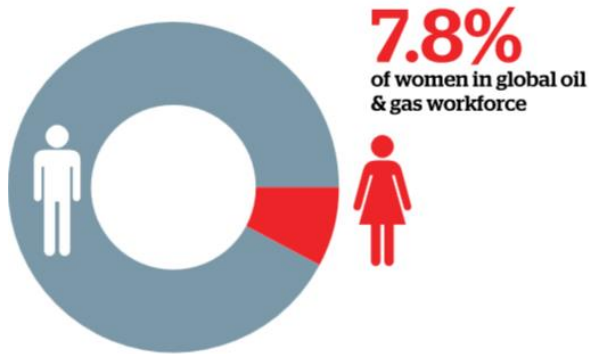
Where are the examples of success in promoting women in the industry?

What are the real barriers to progression of women in the industry?

What is the WPC agenda to advance the role of women in the industry?



Women in Energy: strength in numbers



Oil and gas
remains a
male-
dominated
industry **BUT**

Hays Oil and Gas Global Salary Guide 2012

A study conducted by PwC in November found that women occupy only 11 percent of seats on the board of directors of the world's 100 largest listed oil and gas companies.

Do you feel you get the same recognition for your work as male peers?



Source: NES Global Talent Survey, 2013

Do you think the number of women working in the oil and gas industry has increased in recent years?



Is it important for the oil and gas industry to attract more women?



Source: BP
Global
Diversity and
Inclusion
Report, 2013

A recent report from IHS Global found that by 2030 the industry could add 185,000 more women to its ranks, including more skilled white-collar jobs.



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So where are we now?

**A few examples of
successful women in the
oil and gas sector**



Female CEOs and Ministers

Nishi Vasudeva, *CEO, HPCL, India*

Karen Agustawan, *President Director and CEO, Pertamina, Indonesia*

Mariana Georghe, *CEO, OMV Petrom, Romania*

Diezani Alison-Madueke, *Minister of Petroleum, Nigeria*

Nosizwe Nokwe-Macamo, *Group CEO, PetroSA, South Africa*

Sumayya Athmani, *CEO & MD, National Oil Corporation, Kenya*

Irene Muloni, *Minister of Energy and Minerals Development, Uganda*

Maria das Graças Silva Foster, *CEO, Petrobras, Brazil*



Women Leaders

Patricia Yarrington, Vice President and Chief Financial Officer, Chevron

Sara Ortwein, President, ExxonMobil Upstream Research Company

Ceri Powell, Executive Vice President Upstream International Exploration, Shell

Manoelle Lepoutre, Senior Vice President, Executive Careers and Management, Total

Hinda Gharbi, President Wireline, Schlumberger

And at BP: **Katrina Landis**, Executive Vice President, Corporate Business Activities



Getting more women into the pipeline

Where are the examples of success in promoting women in the industry - what common traits do these examples share and how can our industry learn from them?

- ❑ Company career development programs and selection processes that have diversity awareness and unconscious bias eliminated. Processes that ensure women and diverse employee are on candidate slates for positions, and that the decision makers do not exhibit bias in selections.
- ❑ Company processes that ensuring women advance in line management assignments, and not diverted to staff leadership roles early in career.
- ❑ Providing internal networks for women and other groups to mentor, role model and support success. Women particularly need more role modelling and networking to help them lean forward to take the tough assignments that lead to Executive leadership.
- ❑ Programs that value diversity, and communicate diversity a business imperative. CEOs that walk the talk through actions and selections.
- ❑ Dual careers: Increase support to facilitate dual career developments



Barriers for progress:

What are the real barriers to progression of women in the industry?

Let's not call them barriers – let's call them

OBSTACLES



Potential Obstacles for Women in O&G:

Negative experiences:

- face a masculine culture
- they are expected to put up with sexism
- most of their superiors are men, so they can't see a clear career path for themselves as women
- they don't see enough women role models from their fields
- along the way they're not promoted and not rewarded for their efforts
- missing flexibility / support (company & family)



Potential Obstacles for Women:

- ❑ Challenging work / life balance
- ❑ Lack of strong career development planning, succession planning, and selection processes that eliminate unconscious bias. All these should be merit based and value diversity.
- ❑ Lack of networks that encourage young women to strive for line management leadership
- ❑ Different measures:
 - ❑ Women's leadership style tends to be more collaborative, which many men see as a weakness.
 - ❑ If women are assertive it is often seen as "bossy"
- ❑ **Safety issues** (in some parts of the world)

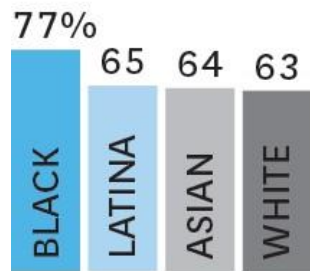


HBR Study on Bias:

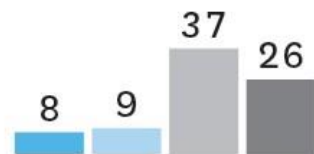
Joan C. Williams, Harvard Business Review, March 2015:

PERCENT OF U.S. WOMEN IN STEM WHO REPORT...

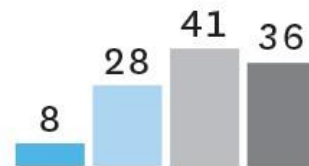
having to provide more evidence of competence than others to prove themselves.



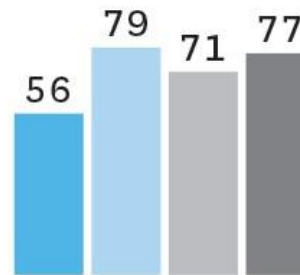
that colleagues have suggested they should work fewer hours after having children.



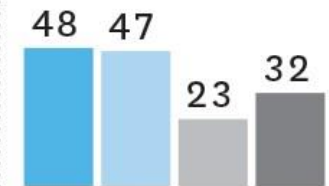
that at work, they find themselves pressured to play a stereotypically feminine role.*



that women in their work environments support one another.



they've been mistaken for either administrative or custodial staff.



*SUCH AS "OFFICE MOTHER" OR "DUTIFUL DAUGHTER."

SOURCE JOAN C. WILLIAMS, KATHERINE W. PHILLIPS, AND ERIKA V. HALL

HBR.ORG



The 5 biases pushing women out of STEM

- ❑ **Prove-it-again**
 - ❑ Expectation: you're just not going to be able to cut it
- ❑ **Walking the tightrope**
 - ❑ Women need to behave in masculine ways in order to be seen as competent—but women are expected to be feminine
 - ❑ When being authoritative women are often accused of not behaving feminine enough: too bossy, too loud, too know-it-all
- ❑ **Facing the maternal wall**
 - ❑ commitment and competence are questioned, and opportunities start drying up
 - ❑ Assumption: career is more of a hobby until husband / family
- ❑ **Tug-of-war**
 - ❑ Competing with female colleagues for the “woman’s spot”
- ❑ **Isolation**
 - ❑ Being excluded from social interaction as being the only woman around (“she won’t feel comfortable”) or not participating for fear of negatively affecting perception

ACTION: *develop objective metrics and ensure accountability*



Everyday Sexism

SCENARIOS:

- ✓ Alienation,
- ✓ benevolent sexism from casual remarks

Examples ?

Brought about by:

- social conditioning,
- unconscious biases and
- institutional practices

Women who complain about sexism are often labelled “overtly feminist” and “professional victims”

**If this is not addressed, we allow a culture of everyday sexism to continue.
This in turn feeds further discrimination and harassment of women.**



Everyday Sexism

Try replacing gender in a statement with skin colour, or even hair color (say, red hair); if it sounds racist or ridiculous, it is probably sexist.

STEM Women.net



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So what can we do?

- **Step up and step out**
- **Be upfront about expectations:** say what you want & then go for it
- **Keep your network going (and growing)**
- **Build up your confidence:**
 - Recognise and value your own achievements, knowledge and experience
 - If at first you don't succeed: keep trying
- **Be aware of and address everyday sexism**
- **Look for and be a role model**
- **Good mentorship programmes at all levels**
- **Be flexible and compromise**
- **Support initiatives: "Not just for Boys", "Pink Petro"**
- **If you come across barriers: don't find excuses – focus on solutions**
- **Don't go it alone – involve others, especially men & work together to eliminate barriers**



So what can we do? How men can help:

- Encouragement
- Support
- Partnership
- Sponsorship
- Collaboration
- Championing
- Advocating
- Nominating for awards
- Recommending for promotions
- “He for She”



Thank You!



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