

# Women



## Profile of Women in Canada's Energy Industry



“Companies that have a significant share of female leaders outperform their peers, according to McKinsey research. Companies in the oil and gas industry should carefully consider this insight, given that the industry has struggled to attract, retain and promote women. Addressing this problem is important: the sector faces an aging workforce as well as demand for new kinds of skills such as advanced analytics, machine learning and robotics.”<sup>i</sup>

The future strength of Canada's energy labour force will greatly depend on the participation of diverse groups, such as women<sup>ii</sup>, racialized groups, Indigenous Peoples, immigrants and youth. Many of these groups have historically been underrepresented or underutilized across various industries in Canada.

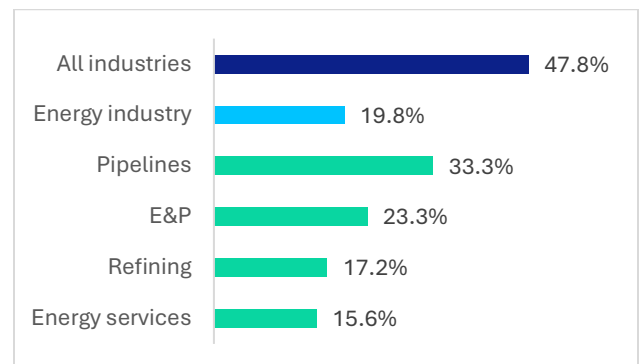
The analysis is based on custom data from Statistics Canada's 2021 Census and focuses on the following established energy industry sectors: exploration and production (E&P)<sup>iii</sup>, energy services, pipelines and refining. In 2021, Canada's energy industry labour force<sup>iv</sup>—comprising those working and actively looking for work—totalled 172,600.

### Women by industry and sector

Women's representation in the energy industry is below that of the broader economy and varies across sectors. In 2021, there were approximately 35,000 women in Canada's energy industry—representing 19.8% of the energy labour force, compared to 47.8% of the overall Canadian labour force. Immigrant women (4.2%), racialized women (3.9%), Indigenous women (1.3%) and young women under the age of 25 (1.0%) represent significantly smaller shares of the energy labour force.

The pipelines sector (33.3%) and the E&P sector (23.3%) have the largest shares of women (Figure 1).

**Figure 1: Share of female labour force by industry and energy sectors, Canada, 2021**



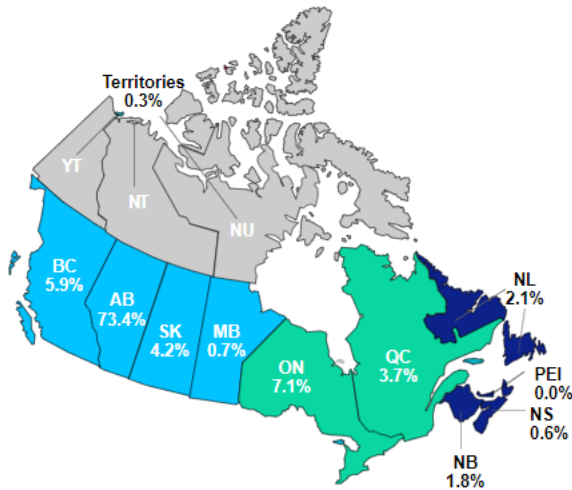
### Women in energy by region

In 2021, 84% of the female energy labour force was in Western Canada, 11% in Central Canada and 5% in Atlantic Canada (Figure 2). A significant number of women are employed in business, finance and administration roles within the energy industry (Figure 4). Over 73% of women in energy reside in Alberta, primarily in Calgary, which hosts the majority of large energy company head offices where such occupations are prevalent.

### Did you know?

72 of Calgary's 102 head offices (71%) are categorized as energy or oil & gas field services companies.<sup>v</sup>

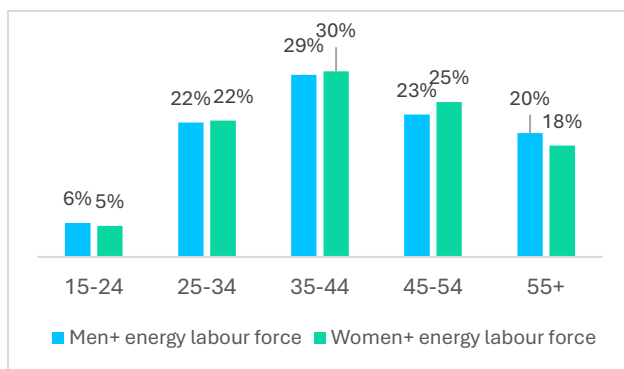
**Figure 2: Female energy labour force by region, 2021**



### Women in energy by age

In Canada's energy industry, women and men share a very similar age distribution (Figure 3). Approximately 77% of women in energy are of core working-age (aged 25-54), compared to 74% of men.

**Figure 3: Canada's energy industry labour force by age, 2021**

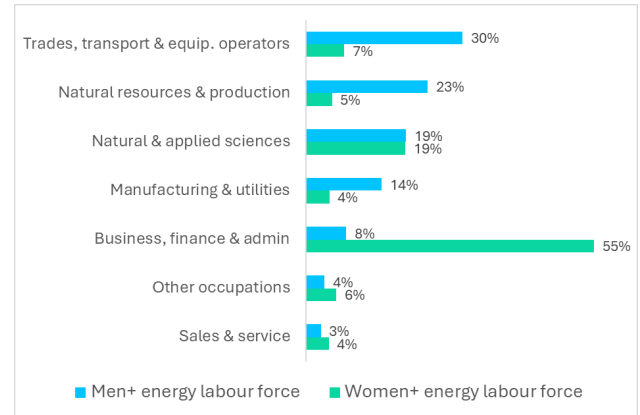


### Women in energy by occupation

The majority of women (55%) in Canada's energy industry work in business, finance and administration occupations (Figure 4). Approximately 1 in 5 women (19%) work in

natural and applied sciences occupations—a proportion similar to men—with geoscientists and petroleum engineers two of the top occupations (Figure 5).

**Figure 4: Canada's energy industry labour force by occupational category, 2021**



**Figure 5: Top occupations of women in Canada's energy industry, 2021**

NOC <sup>vi</sup>	Occupation
11100	Financial auditors and accountants
13100	Administrative officers
14200	Accounting and related clerks
12102	Procurement and purchasing agents and officers
13110	Administrative assistants
12200	Accounting technicians and bookkeepers
14100	General office support workers
14100	Human resources professionals
73400	Heavy equipment operators
21102	Geoscientists and oceanographers
21332	Petroleum engineers
93101	Central control and process operators

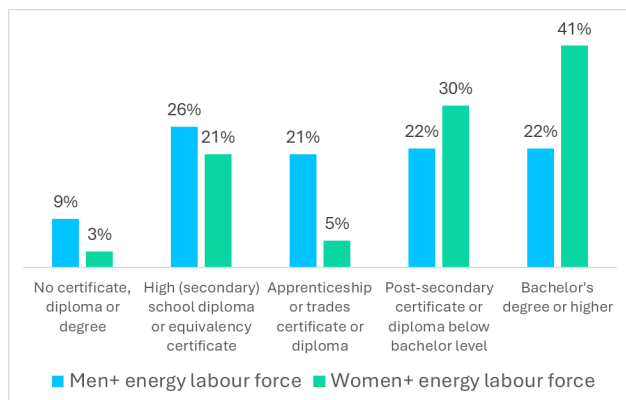
Explore [170 career profiles](#) and [12 career pathways](#) to understand the various roles, education requirements, working conditions, skills, qualifications, experience and salaries available in Canada's dynamic energy industry.

## Women in energy by educational attainment

The educational attainment of female energy workers vastly differs from that of men. As shown in Figures 4 and 5, women tend to work in business, finance and administration and natural and applied sciences occupations which typically require a post-secondary diploma or bachelor's degree or higher (Figure 6). Only 5% of women hold an apprenticeship or trades certificate or diploma.

While over 40% of women in the energy industry hold a bachelor's degree or higher, the share of women in senior management roles in Canada's energy and energy utilities industries remains low at approximately 11%, according to an International Energy Agency analysis.<sup>vii</sup>

**Figure 6: Canada's energy industry labour force by highest level of educational attainment, 2021**



## National and Regional Labour Market Outlooks to 2035

provide workforce projections and trends for 81 occupations in Canada's established and emerging energy sectors, including the Western, Central and Atlantic regions.

**Diversity, Equity & Inclusion (DEI) in the Energy Sector** is a free 10-part webinar series from Careers in Energy and Energy Safety Canada featuring 30 industry experts and DEI professionals and leaders.

Each episode explores a different DEI topic, including diversity in leadership, generational diversity, psychological safety at work and microaggressions. Upon completion of the webinar series, participants will earn a digital badge, identifying them as a DEI Champion!

## Endnotes

<sup>i</sup> Yanosek, K., Ahmad, S., & Abramson, D. (2019, October 16). *How women can help fill the oil and gas industry's talent gap*. McKinsey & Company. <https://www.mckinsey.com/industries/oil-and-gas/our-insights/how-women-can-help-fill-the-oil-and-gas-industrys-talent-gap>

<sup>ii</sup> Gender refers to an individual's personal and social identity as a woman, man or non-binary person (a person who is not exclusively a man or a woman). A person's gender may differ from their sex at birth and some people may not identify with a specific gender. Given that the non-binary population is small, data aggregation to a two-category gender variable is sometimes necessary to protect the confidentiality of responses provided. In these cases, individuals in the category "non-binary persons" are distributed into the other two gender categories and are denoted by the "+" symbol. In all figures throughout the analysis, women+ is defined by Statistics Canada as those identifying as women and/or girls, as well as some non-binary persons. Men+ is defined as those identifying as men and/or boys, as well as some non-binary persons.

<sup>iii</sup> Includes exploration for crude petroleum and natural gas, production of oil and gas and hydrocarbon liquids and the mining and extraction of oil from oil shale and oil sands.

<sup>iv</sup> Total labour force in the following North American Industry Classification System (NAICS) codes: 211: oil and gas extraction, 213: support activities for oil and gas extraction, 324: petroleum and coal product manufacturing and 486: pipeline transportation. <https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVID=1369825>

<sup>v</sup> Calgary Economic Development. (2021). Fact Sheet: Calgary Head offices. In *Calgary Census Metropolitan Area (CMA)* [Report]. <https://www.calgaryeconomicdevelopment.com/assets/Reports/Research/FactSheet-CalgaryHeadOffices-2021.pdf>

<sup>vi</sup> The National Occupational Classification (NOC) is Canada's national system for describing occupations. [National Occupational Classification - Canada.ca \(esdc.gc.ca\)](https://www150.statcan.gc.ca/noc/)

<sup>vii</sup> *Women in senior management roles at energy firms remains stubbornly low, but efforts to improve gender diversity are moving apace* – Analysis - IEA. (2021, May 20). IEA. <https://www.iea.org/commentaries/women-in-senior-management-roles-at-energy-firms-remains-stubbornly-low-but-efforts-to-improve-gender-diversity-are-moving-apace>