



TARGET
GENDER
EQUALITY



Target Gender Equality – Case Study Series - Enagás

“Enagás has undertaken internal and external communication initiatives to put on the map its activity and to attract female talent through testimonials from leading women at Enagás.”

Quick facts: Enagás –Spain – Energy – 1344 employees

11 de febrero

Día Internacional de la Mujer y la Niña en la Ciencia

No te lo pierdas y compártelo!

Enagás se suma a la celebración de este día que tiene el fin de lograr el acceso y la participación plena y equitativa en la ciencia para las mujeres y las niñas.

La compañía, en su compromiso con la diversidad y el fomento de la igualdad de oportunidades entre sus profesionales, lleva a cabo acciones que promuevan las vocaciones técnicas.

Sigue en Redes Sociales el #EllasTeLoCuentan para conocer las aspiraciones que tenían de niña tus compañeras de Enagás, protagonistas de esta campaña.



[Hear from Enagas directly in this video!](#)



Target: Increase the presence of women in the company's core business (Infrastructures) through the campaign “We are looking for women like you.”

Date Set: 11th February, 2022, coinciding with the International Day of Women and Girls in Science.

Progress Made: Enagás has managed to involve all areas of the company, and especially the women, in the search for candidates to join a company in the Energy sector, such as Enagás. The campaign will be active throughout 2022, and a video will be broadcasted each week with testimonials, both from the participants and the Talent, People and Infrastructure managers, to promote the company's commitment to equal opportunities.

What is driving your company's ambition to advance gender equality?

Due to reasons that can be linked to the historical and social context, fewer women have accessed operational positions in the company's infrastructure areas. Therefore, Enagás has undertaken this internal and external communication initiative to prioritize this activity and to attract female talent through testimonials from leading women at Enagás.

What is one concrete action your company is taking to reach your target and help move the needle on women's representation and leadership?

This initiative is aligned with other measures already ongoing within the company. Enagás is promoting measures aimed at increasing the participation of women in positions of responsibility. These measures include the “Women with Talent” development programme, participation in the “Promociona Project”, and the mentor initiative promoted by the chairman of the company. Our “Women in Networking” initiative encourages female leadership and creates a space for dialogue and debate between female managers and pre-managers of the Company. In addition, Enagás has joined the “Progresia Project” in collaboration with the CEOE, which aims to provide high-potential women with the tools and skills necessary to boost their professional careers and assume positions of high responsibility in the future.

What is one lesson or pitfall to avoid that other companies could learn from?

The commitment from top management is essential, otherwise it would be very difficult to launch initiatives like this.