“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.”

Target: Increase the presence of women in the company's core business (Infrastructures).

Date Set: February 11, 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 broadcast each week with testimonials, both from the participants and the Talent, People and Infrastructure managers, making clear the company's commitment to equal opportunities.
What is driving your company’s ambition to advance gender equality?

Due to various reasons, which can be linked to the historical and social context, fewer women than men have accessed operational positions in the company's infrastructure areas, which is why Enagás has undertaken this internal and external communication initiative to put on the map its 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, such as the ‘Women with Talent’ development programme, participation in the ‘Promociona Project’, or the mentor initiative promoted by the Chairman of the company. Another is the Women in Networking initiative to encourage female leadership and create a space for dialogue and debate between female managers and pre-managers of the Company. In addition, Enagás has joined the ‘Progresa 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 the top management is essential, otherwise it would be very difficult to launch initiatives like this.