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# Geothermal perspectives Experiences from Iceland

**Government of Iceland**  
Ministry for Foreign Affairs



Direct use of geothermal: laundrywomen (approx. 1920)

## Geothermal in Iceland: a story of gender

Fits well within the development  
discourse of gender-energy nexus



# Poverty in Iceland

Europe's poorest nation for a long time

Independence in 1944

Recipient of ODA until 1976



Modern-day direct use of geothermal



## The Blue Lagoon, Iceland

Biggest tourist attraction in Iceland

Offers a line of beauty products

Profit after taxes in 2017: 31 million

EUR = 35 million USD

# Success story: Reykjavik Energy

Public utility company providing; electricity, geothermal water for heating, cold water for consumption and firefighting, sewage services and fibre-optic data connections. The service area extends to 20 municipalities, covering 67% of the Icelandic population.



## Reykjavik Energy equality policy

- Our equality policy is the companies commitment to make continuous improvements in equality issues.
- Orkuveita Reykjavíkur equality policy is based on the human rights clause in our constitution.
- Value all people equally and don't discriminate against any individual because of gender, age, race, believes, sexual orientation, religious beliefs, nationality, skin color, disability or other status of any kind.



## Focus on:

- Equal compensation for men and women.
- Giving both men and women opportunity to balance work and family life and share responsibilities in the home.
- Make gender ratios more equal in all job groups in the companies.
- Promote more equality awareness among staff.
- Eliminate sexual harassment in the workplace.
- Ensure that equality is a factor in strategic and big decisions

# Reykjavik Energy

## Closing the pay gap

- In 2011 we decided to eliminate the gender pay gap.
- Unexplained pay gap in favor of men around 7%
- We soon realized that we did not have any real-time data to support us
- All pay decisions were based on outdated information

## A real-time statistical model developed

- We needed a tool that showed the immediate effect of every single pay decision on the gender pay gap
- We searched and finally in 2016 we entered into cooperation with PayAnalytics to develop a tool to support objective pay decisions



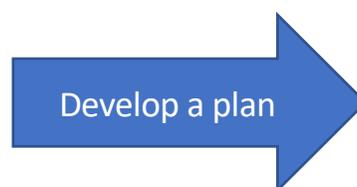


# Real-Time Data Driven Decision Making



Know, understand and quantify the situation

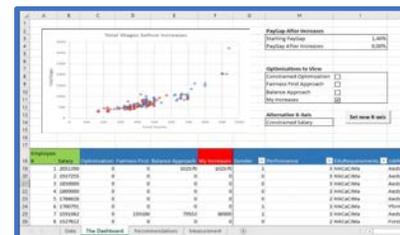
	A	B	C	D	E	F	G
12							
13			Regression Fit				
14			R <sup>2</sup>			84.83%	
15			Adjusted R <sup>2</sup>			83.86%	
16			Measured Pay-Gap				
17			all groups			1.10%	
18							
19							



Employee	% Raise	ISK Raise
Katrín Kristjánsdóttir	10.00%	65,000
Rúna Ragnarsdóttir	10.00%	65,846
Emma Eyjólfsdóttir	8.67%	57,239
Anna Albertsdóttir	7.50%	50,180
Guðrún Gunnarsdóttir	4.99%	35,758
Sigríður Sigurðardóttir	2.82%	20,040
Jónína Jónsdóttir	2.53%	22,564



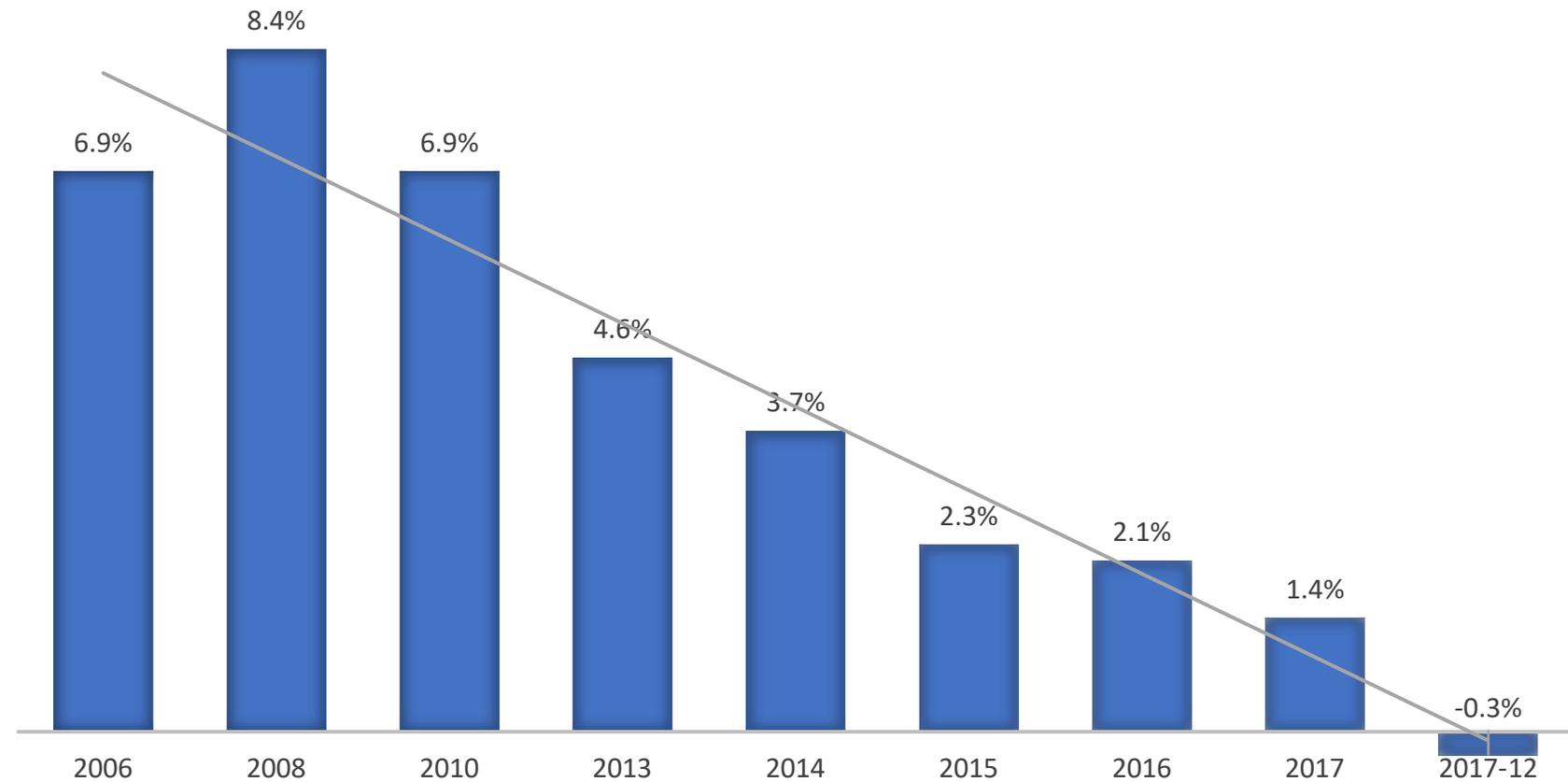
Understand in real time the effects of recruitment and pay decisions





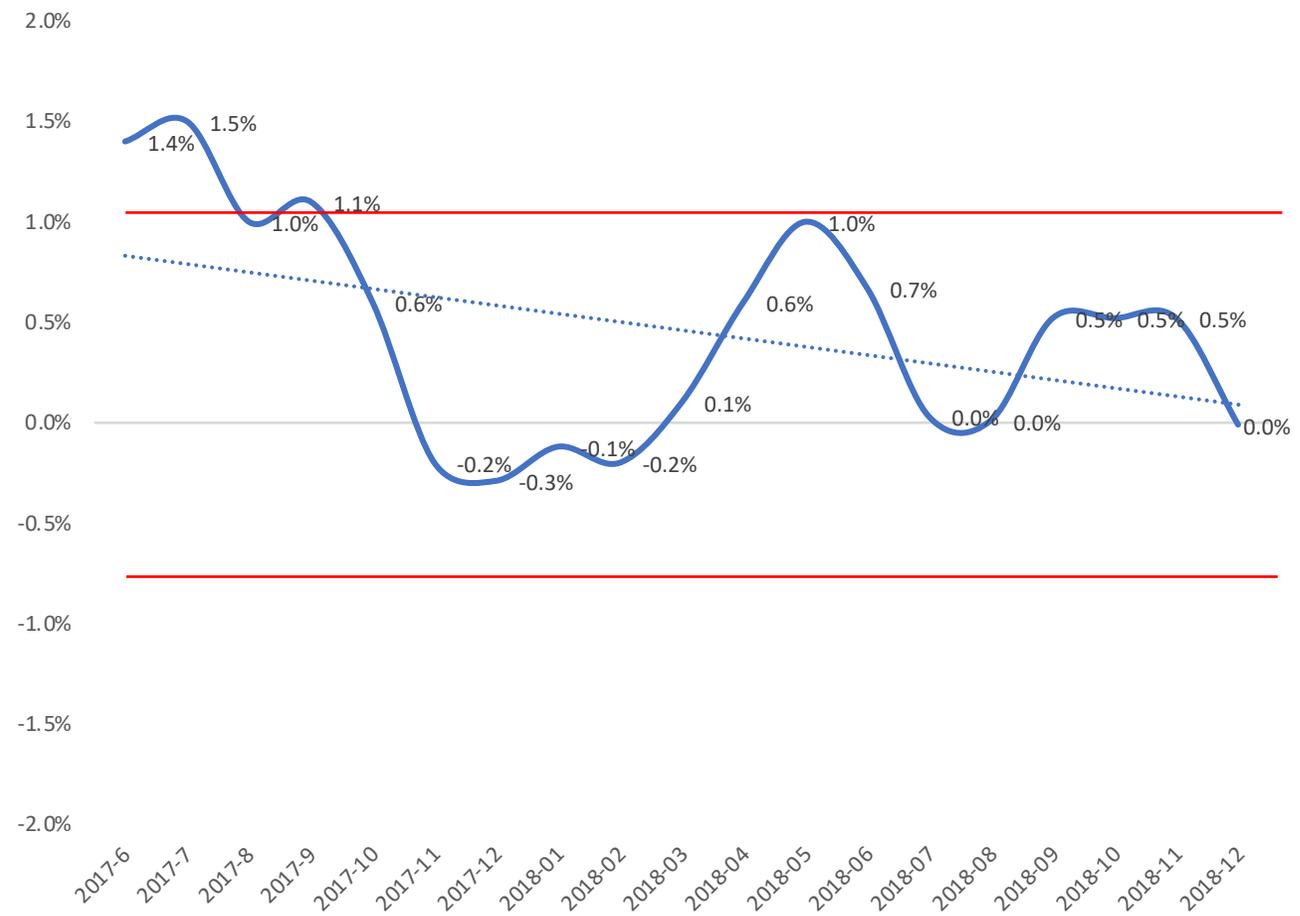
# Unexplained gender pay gap

- OR group



# Gender pay gap

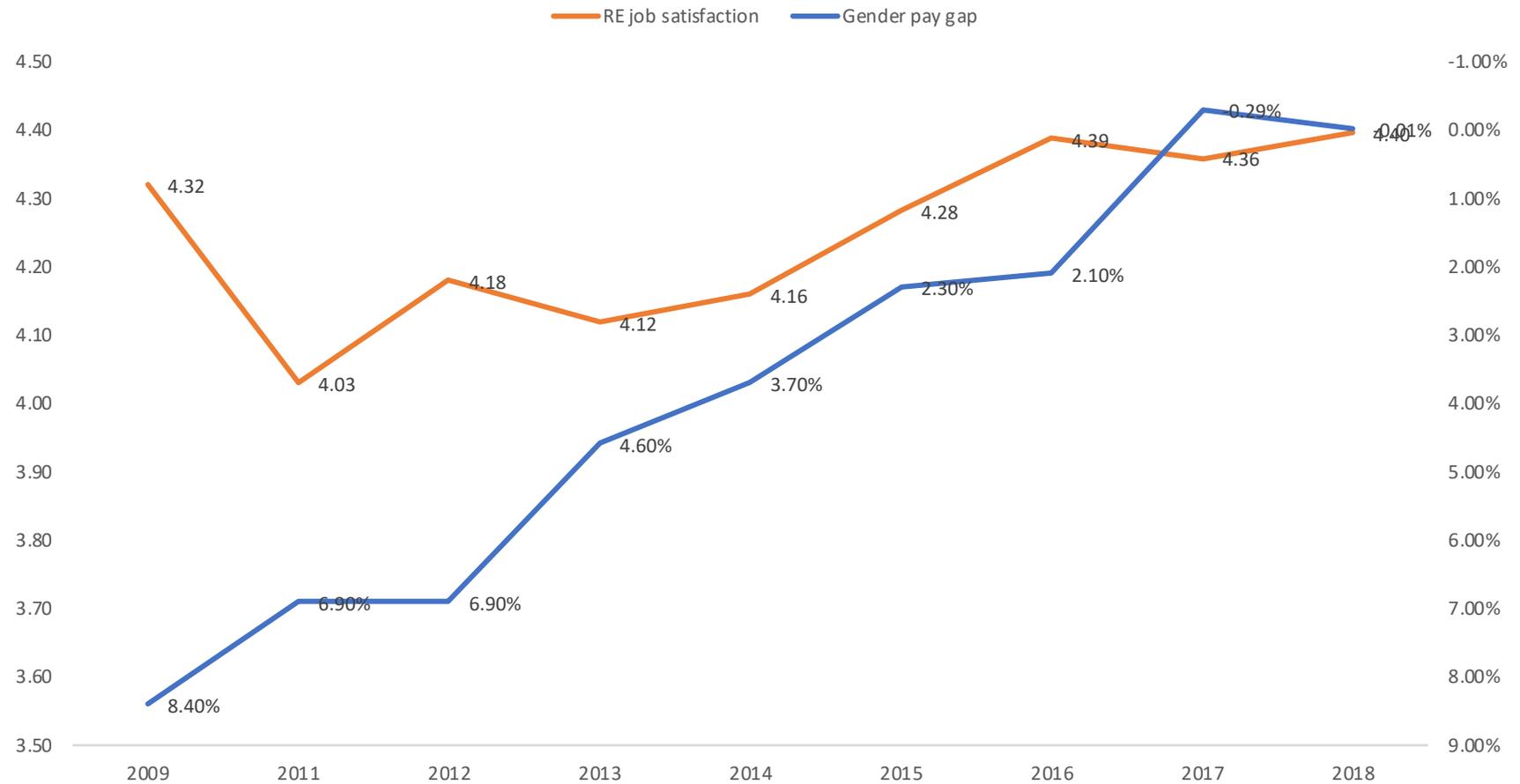
## Past 18 months





# Equality and Job Satisfaction ratings

- At least a correlation – we also believe a causation



## Ok, so are we done?

- NO WE ARE NOT!
- We still have a pay gap between the genders
  - Mostly explained by difference in job category

Why are jobs that mostly men perform  
better payed in society (and OR)  
then jobs that mostly women perform?



## It is not enough to recruit women in STEM jobs?

Science

Technology

Engineering

Mathematics

- Research shows that more than half the women who enter STEM fields leave within a decade, which is close to **twice** the frequency of their male peers in those fields\*
- Isolation
- hostile male-dominated work environments
- ineffective executive feedback
- lack of effective sponsors

\*Catalyst survey, 2014;

\*\* <http://www.catalyst.org/knowledge/women-science-technology-engineering-and-mathematics-stem> via @catalystInc

## Some actions taken:

- Gender based statistical analyzis
- Working hours and shift work schedules revised for more family balance.
- **Provoking interest in young girls to go into trades and STEM**
- And many more projects.....



# The energy sector of the future can't exclude one-half of humanity



**Orkuveita Reykjavíkur**  
af Stjórnvaldi og  
Stjórnvöldum  
Stjórnvaldi og  
Stjórnvöldum

**Fyrirskóli hlutar við  
af hverri íbúnaði og  
hlutfæðni Stjórnvaldi  
Stjórnvaldi og  
Stjórnvöldum**

**Viltu komast á  
samning hjá okkur?**

Hjá okkur vinur 121 stuðnamiðstöð við Stjórnvaldi og  
Stjórnvöldum með það að markmiði að tryggja  
Stjórnvaldi og hlutfæðni Stjórnvaldi og  
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Okkur hlutar Stjórnvaldi og hlutfæðni Stjórnvaldi og  
Stjórnvöldum. Þú getur komist á samning hjá okkur  
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Stjórnvaldi og hlutfæðni Stjórnvaldi og Stjórnvöldum.

**JAFNRETTISRÁÐ**  
Orkuveita Reykjavíkur  
Stjórnvaldi og  
Stjórnvöldum  
ári 2000 og 2013

A concerted effort was made to hire trade apprentices for formal contracts, equal number of each sex.  
5 women  
5 men



**ERTU ON?  
OKKUR VANTAR STJELPUR OG STRÁKA Á SAMNING**

Erstu að fara vörvillu reftvöðun og vörvillu komast á samning hjá okkur erum  
af hverri íbúnaði og hlutfæðni Stjórnvaldi og Stjórnvöldum.

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**on**



The project “Trades and Technology” was initiated in cooperation with a local grammar school, to attract young people, girls in particular, to trades necessary for utilities

# *Trades and Technology*

An elective course for 10th grade students at Árbæjarskóli grammar school

## Goals

- Raise interest in jobs in trades and technologies, especially among girls
- Introduce the various opportunities and the variety of such jobs

## During the course, students:

- get an insight into trades
- are educated about the infrastructures of society, i.e. the utilities and power production
- get educated about safety and environmental issues
- get a first hand experience in working in the trades



## The class

- Girls in one group – boys in another
- The groups attend class at OR every other week for 3 hours at a time



## What has surprised us ...

- ... is how fulfilling this has been for our staff and made them even prouder of their job

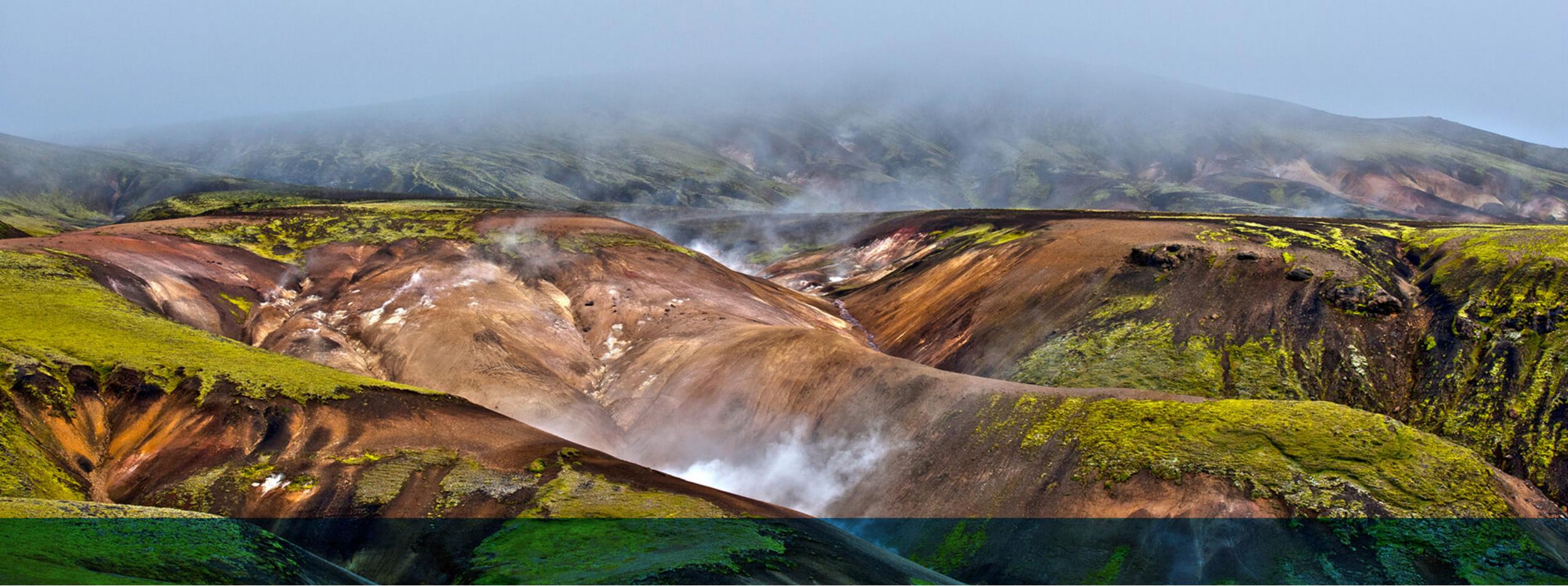


# Join hands to create change!

Our course on

## Trades & Technology





# What's next?

What will the future bring us?



# Thank you

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