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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- All pay decisions were based on outdated information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



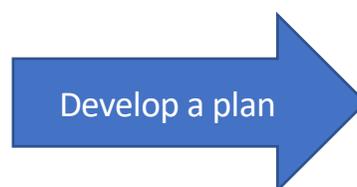


Real-Time Data Driven Decision Making



Know, understand and quantify the situation

	A	B	C	D	E	F	G
12							
13			Regression Fit				
14			R ²			84.83%	
15			Adjusted R ²			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



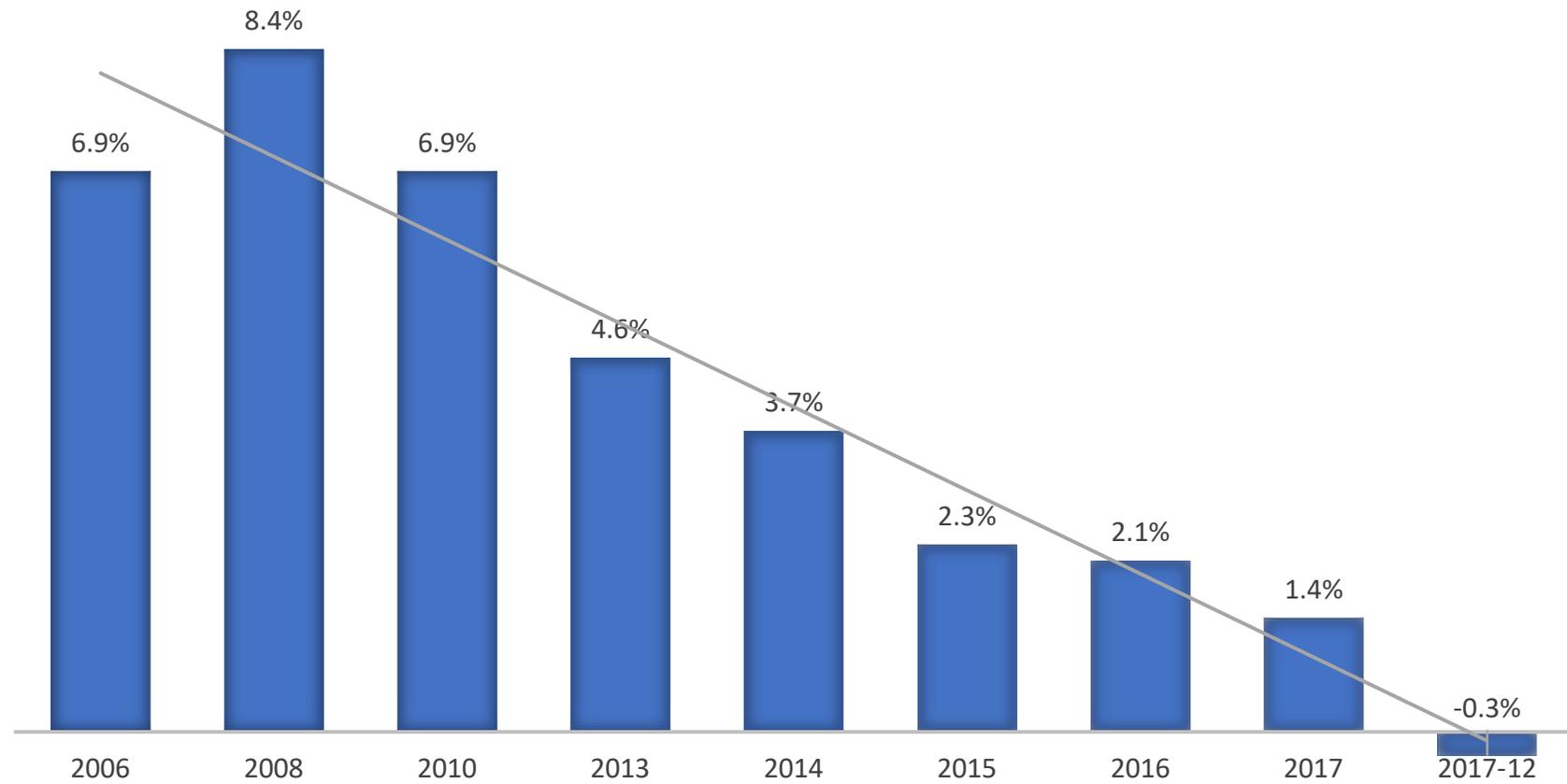
Understand in real time the effects of recruitment and pay decisions





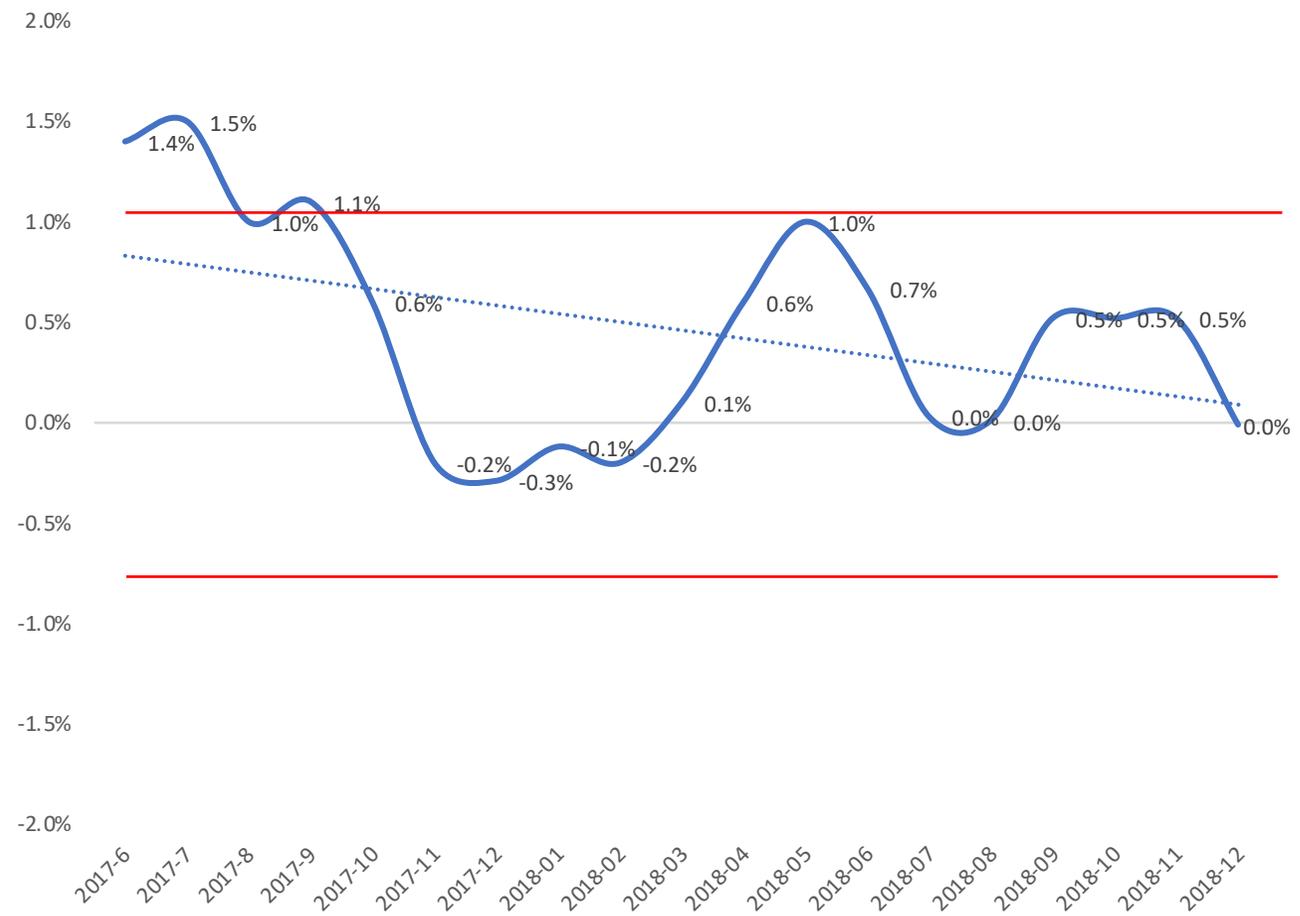
Unexplained gender pay gap

- OR group



Gender pay gap

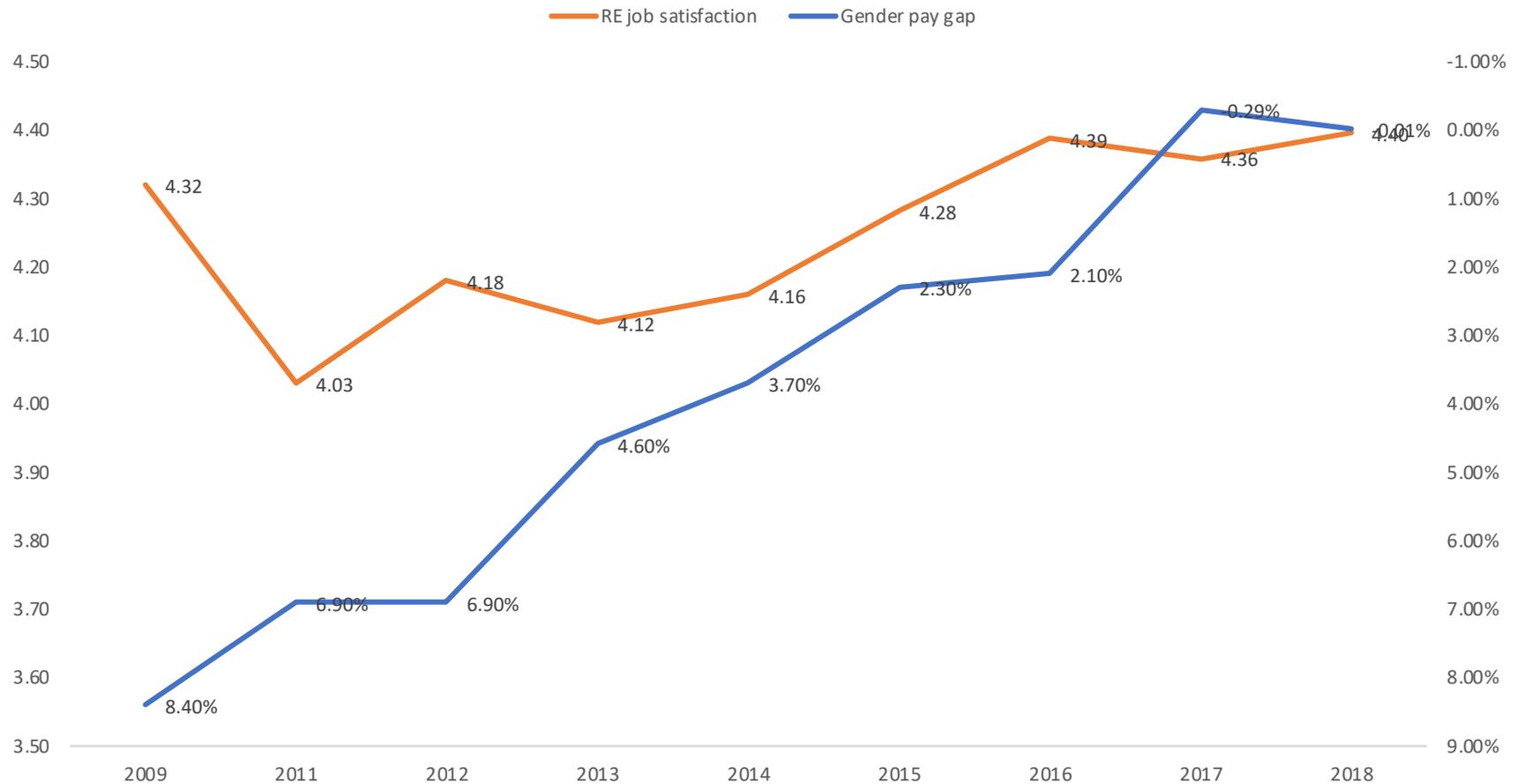
Past 18 months





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
Stærri Væðingubúur
Stærri Væðingubúur

Viltu komast á samning hjá okkur?

Hjú okkur vinur 121 stuðnabúur við Stjórnvaldi og Stærri Væðingubúur með það að markmiði að tryggja Stærri Væðingubúur og Stærri Væðingubúur. Þar af eru sex konur í 121 stuðnabúur.

Stærri Væðingubúur er að tryggja Stærri Væðingubúur og Stærri Væðingubúur. Þar af eru sex konur í 121 stuðnabúur.

JAFNRETTISRÁÐ
Orkuveita Reykjavíkur
Stærri Væðingubúur
Stærri Væðingubúur
Stærri Væðingubúur



ERTU ON?
OKKUR VANTAR STELPUR OG STRÁKA Á SAMNING

Erstu að fara vörv vörv vörv og vörv komast á samning hjá okkur erum að tryggja Stærri Væðingubúur.

Vörv
Stærri Væðingubúur er að tryggja Stærri Væðingubúur og Stærri Væðingubúur. Þar af eru sex konur í 121 stuðnabúur.

OKKUR VANTAR STELPUR OG STRÁKA Á SAMNING

Stærri Væðingubúur er að tryggja Stærri Væðingubúur og Stærri Væðingubúur. Þar af eru sex konur í 121 stuðnabúur.



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

5 women

5 men

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

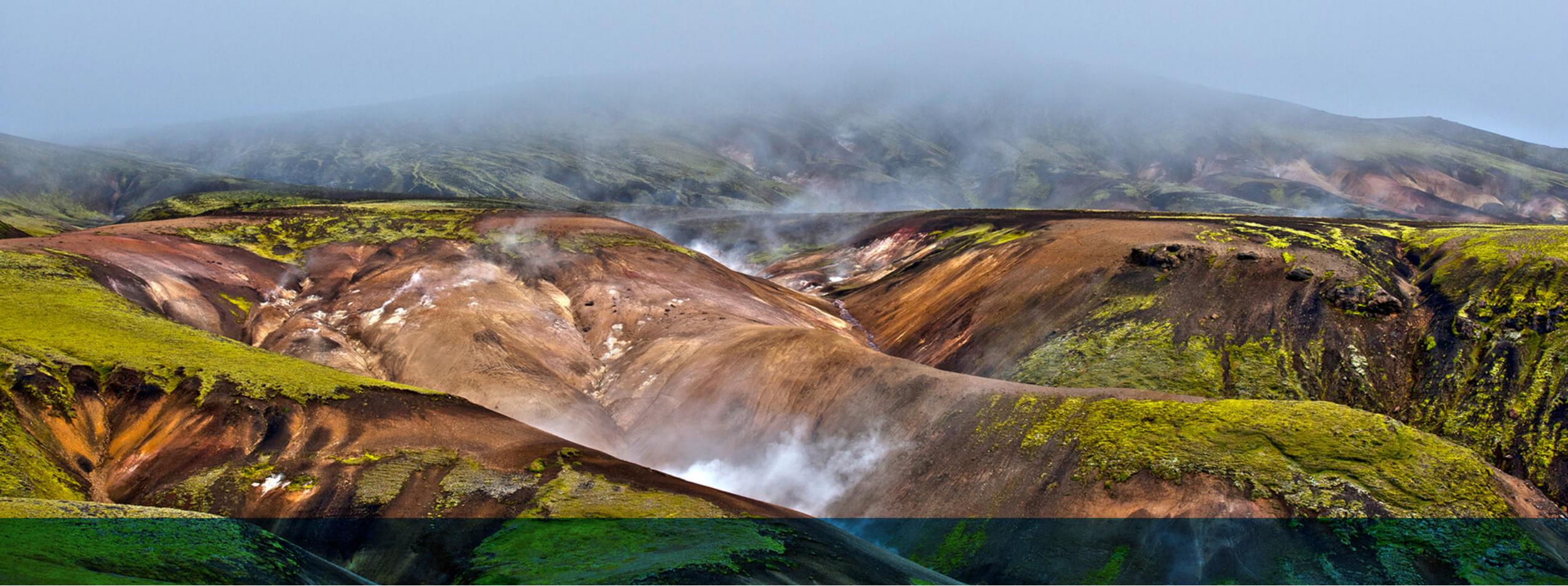


Join hands to create change!

Our course on

Trades & Technology





What's next?

What will the future bring us?



Thank you

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