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Geothermal perspectives

Experiences from Iceland

Government of Iceland
Ministry for Foreign Affairs



Geothermal in Iceland: a story of gender

Fits well within the development
discourse of gender-energy nexus

Direct use of geothermal: laundrywomen (approx. 1920)



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- All pay decisions were based on outdated information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

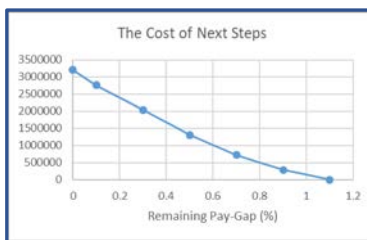
Measurement

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							
18			all groups			1.10%	
19							

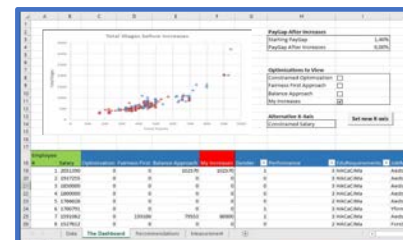
Develop a plan

Employee	% Raise	ISK Raise
Katrín Kristjánsdóttir	10.00%	65,000
Rúna Ragnarsdóttir	10.00%	65,846
Emma Eyjólfssdóttir	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



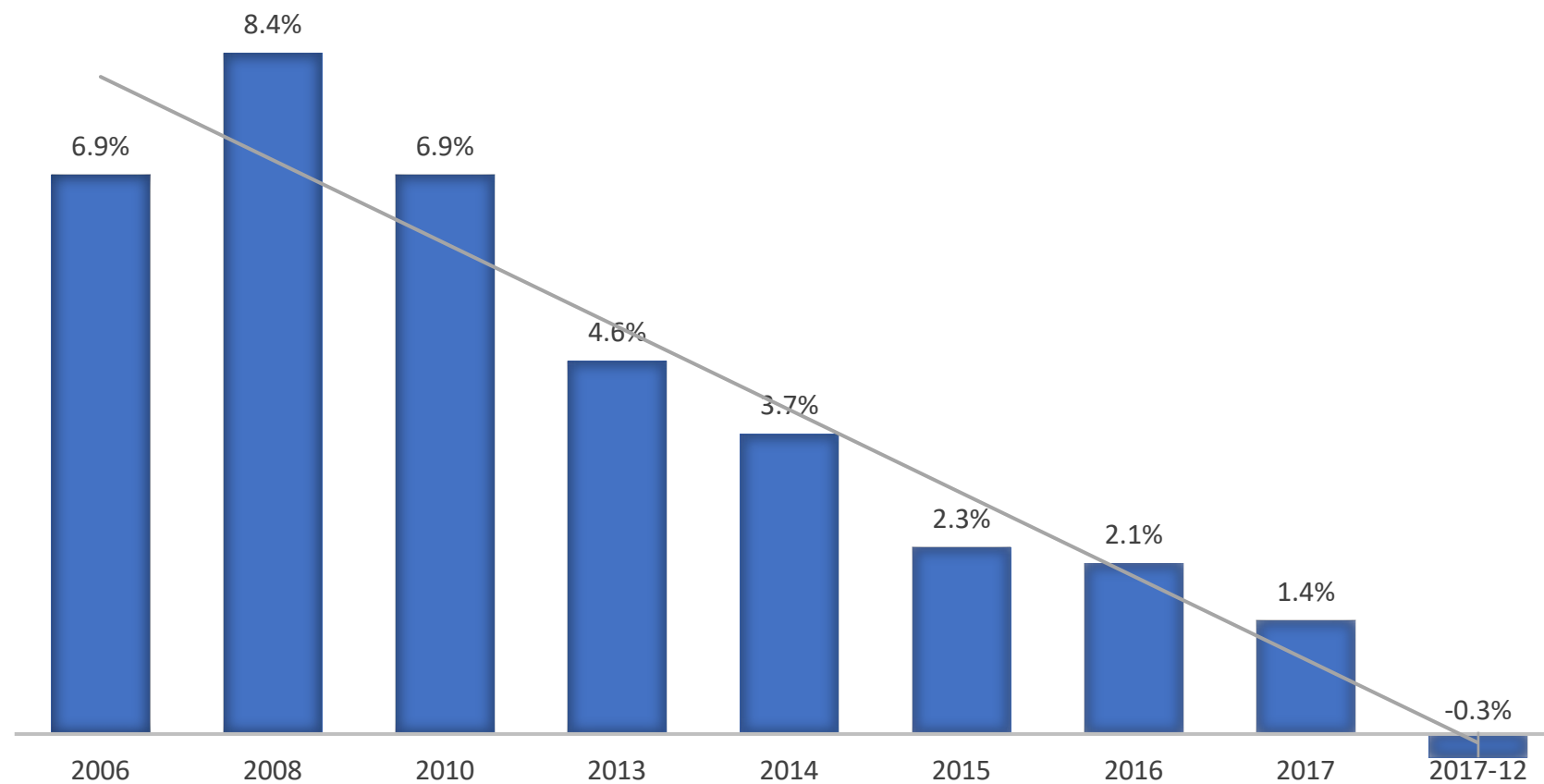
Stay Vigilant

Understand in real
time the effects of
recruitment and pay
decisions



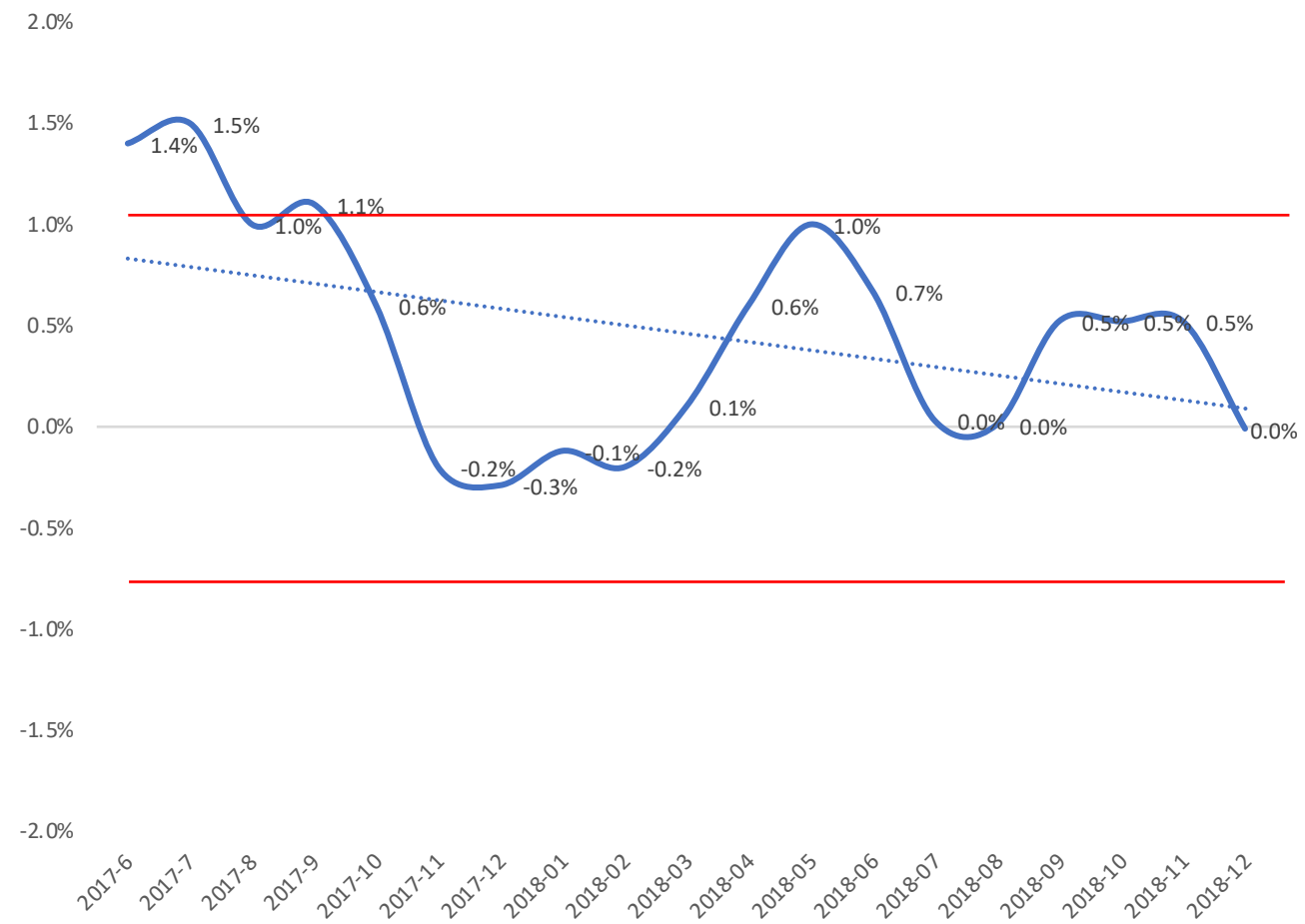
Unexplained gender pay gap

- OR group



Gender pay gap

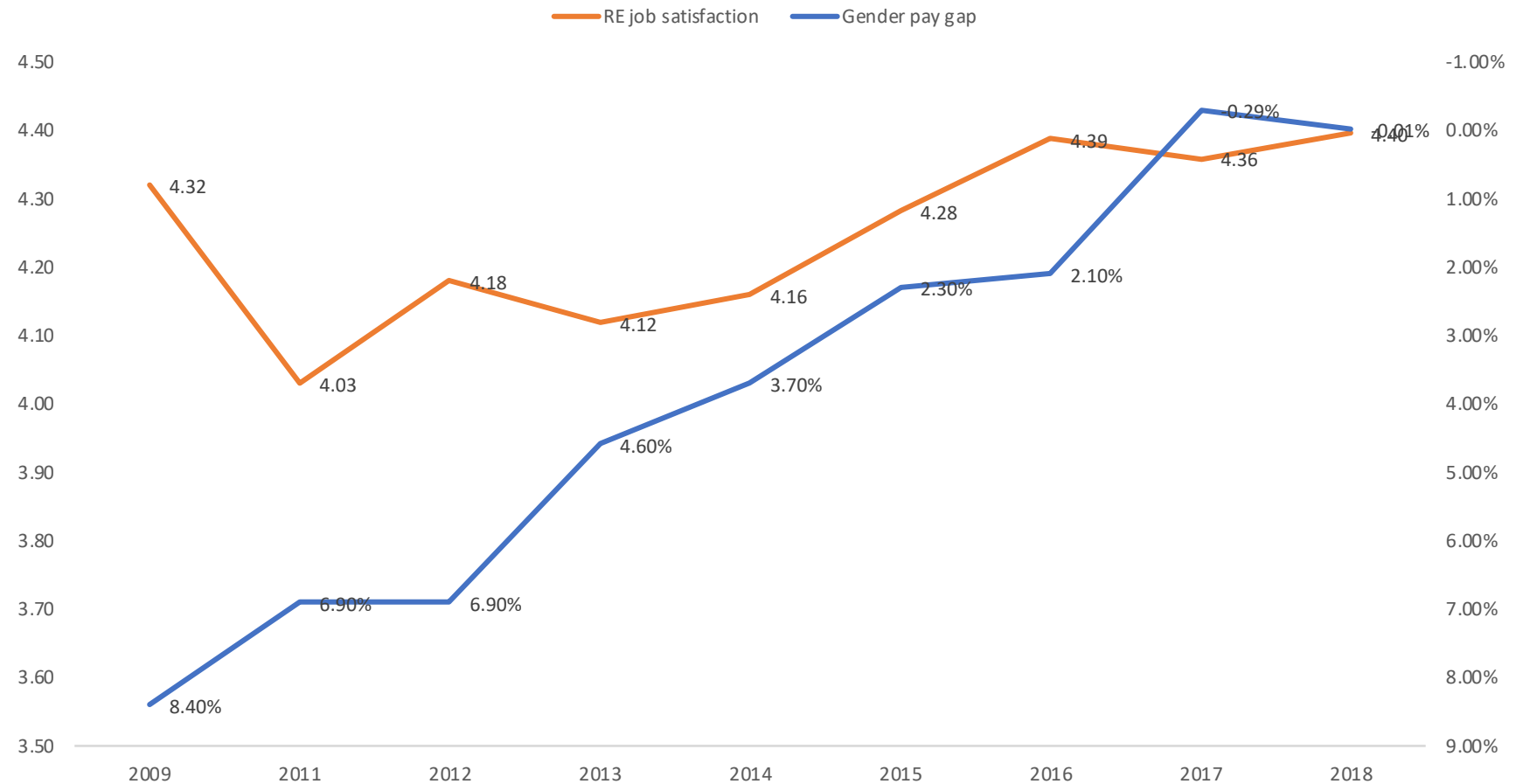
Past 18 months





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 analysis
- 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



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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