Women in Geothermal
WING

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Its been long enough

125 years

1893 New Zealand became the first self-governing country in the world in which all women had the right to vote in parliamentary elections.
NZ Prime Minister Jacinda Adern
What is WING?

MISSION
Promote the education, professional development, and advancement of women in the geothermal community.

VISION
Become redundant, where no group needs to advocate for gender equality.
COURAGEOUS

- Be imaginative and ambitious; stimulate new ideas
- Use foresight, and identify opportunities and challenges
- Challenge accepted truths and enter unfamiliar territory
- Make clear demands on each other and push for constructive change
- Understand and manage risk

EMPOWERING

- Focus on strengths without micromanagement
- Connect the right people
- Champion and support others’ efforts and ideas
- Give recognition
- Contribute to a positive working environment
WING Core Values

OPEN

• Be truthful and act with integrity
• Be curious, work together and share experience
• Promote and value diversity
• Communicate in a precise way, give and accept constructive feedback
• Bring up ethical issues and challenges immediately

CARING

• Create safe work environments
• Be open minded and empathize with others’ situations
• Think beyond your borders; make the world your community
• Demonstrate social responsibility and contribute to sustainable development
WING Structure
Road Map to Iceland 2020

Promoting the Education, Professional Development, & Advancement of Women in the Geothermal Community.
WING Global Action Plan

- **1500** WING Members
- **1** WING Chapter in every geothermal country
- **100%** of geothermal associations to have a WING member on their board
- **50%** male membership
### WING Membership

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Members</strong></td>
<td>1024</td>
<td>889</td>
<td>~500</td>
</tr>
<tr>
<td><strong>Total WINGmen</strong></td>
<td>19%</td>
<td>14%</td>
<td>Not measured</td>
</tr>
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</table>
WING-ing around the world

WING Teams in 13 Countries
WING Country Launches

Philippines

Japan

El Salvador
WINGmen Special Taskforce

• Helping WING to be ‘man-friendly’
WING Documentary

- Funded by the Government of Iceland
- Film crew is from New York
- Filming completed in Iceland, Kenya, Ethiopia, Japan and NZ
- Post production 2018
WING Project Matua (Parents)

- United Nations University in Iceland
- Two masters students
- Look at paternity and maternity models that are working
- Champion these models into geothermal companies
- Benchmarking and monitoring
‘Go-for-No’ Campaign

NO.
Preparing for WGC 2020...

- Fellowships – 50% women
- WING Scholarship – 10
- WING Homestay
- Session Chairs – 50% women

Start thinking about abstracts for the World Geothermal Congress 2020 now!
Gender **Inequality** in the Energy Sector

A true challenge

Bjarni Bjarnason

Barbershop

CEO, Reykjavik Energy

Copenhagen, October 12th 2017
Real time model - Gender Pay-Gap

- In 2011 OR determined to eliminate the gender pay-gap (7% in favor of men)
- No real time data, so all pay decisions were based on outdated analysis
- Entered into cooperation with PayAnalytics to develop a tool
- Pay decisions based on a real time model showing the immediate effect of every single pay decision on the gender pay-gap
Real Time Data Driven Pay Decisions

Measurement
Know, understand and quantify the problem

Develop a plan

Stay Vigilant
Understand in real time the effects of hiring and promotional decisions

<table>
<thead>
<tr>
<th>Employee</th>
<th>% Raise</th>
<th>ISK Raise</th>
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<tbody>
<tr>
<td>Katrín Kristjánsdóttir</td>
<td>10.00%</td>
<td>65,000</td>
</tr>
<tr>
<td>Rúna Ragnarsdóttir</td>
<td>10.00%</td>
<td>65,846</td>
</tr>
<tr>
<td>Emma Eyjólfsdóttir</td>
<td>8.67%</td>
<td>57,239</td>
</tr>
<tr>
<td>Anna Albertsdóttir</td>
<td>7.50%</td>
<td>50,180</td>
</tr>
<tr>
<td>Guðrún Gunnarsdóttir</td>
<td>4.99%</td>
<td>35,758</td>
</tr>
<tr>
<td>Sigurður Sigurðardóttir</td>
<td>2.82%</td>
<td>20,040</td>
</tr>
<tr>
<td>Jónína Jónsdóttir</td>
<td>2.53%</td>
<td>22,564</td>
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<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
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<tbody>
<tr>
<td>12</td>
<td>Regression Fit</td>
<td>R²</td>
<td>84.83%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Adjusted R²</td>
<td>83.86%</td>
<td></td>
<td></td>
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<tr>
<td>16</td>
<td>Measured Pay-Gap</td>
<td>all groups</td>
<td>1.10%</td>
<td></td>
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The Cost of Next Steps

OR Energy
OR have now reached -0.3 % gender pay-gap. This means that the pay-gap is in the favor of women for the first time in the history of OR.
Corporate Culture Analysis

Hired a gender scientist to deliver a report with observations on culture, behavior and physical environment.

Following this report OR has started work on many of the recommendations:

- Gender specialist employed
- Creating a more welcoming physical and visual environment
- Courses on gender equality for every employee
- Mentors for new employees trained in gender equality approach
- Gender Equality Committees established
- Action plan in each unit of the group, based on the particular challenges
- Gender adopted recruitment process
- Job vacancy ads and general marketing material analyzed and revised
- Gender based statistical analyses in different aspects of the operations
- Videos for employees on gender issues eg. sexual harassment, gender pay-gap, work and family life balance, how to create a good workplace atmosphere with mutual respect
- Working hours and shift work schedules revised for more family balance
Impact on the Company

- More open discussions, more diverse background and points of view
- Decisions are taken based on facts, open discussion and feelings
- Decisions are taken at the table, no hidden agenda
- More productive work, higher job satisfaction
- Better decisions, better morale, more fun at work
- Less workplace bullying, less risk for sexual harassment
- Reykjavik Energy now receives higher number and higher quality job applications from both genders
- Better image of Reykjavik Energy in general
‘At the end of the day it is a question of **Corporate Culture** and the determination of the **Management** to develop it’

Bjarni Bjarnason, 2017
WING Action Plan

START NOW

BE VISIBLE
Show the industry your face, let other WINGs see you,
Show us the awesome work you are doing

GO FOR THE NO
Face your fears – ask for that promotion, put your
ideas forward in meetings, apply for that job!
Don’t stop till you hear “No”!

LET WING BE YOUR SOUNDING BOARD
Tell us what you want and how we can help!
Ask us technical questions, career advice –
we’re here to support you
Women in Geothermal-WING

@WING_geothermal

Women in Geothermal (WING)

Join Us

www.womeningeothermal.com