

Reykjavík Energy

Our journey to a more equal
and better workplace

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Gender Equality Opportunities

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This is Reykjavík Energy



Water 1909



Electricity 1921



Hot water 1930



Sewage 1909



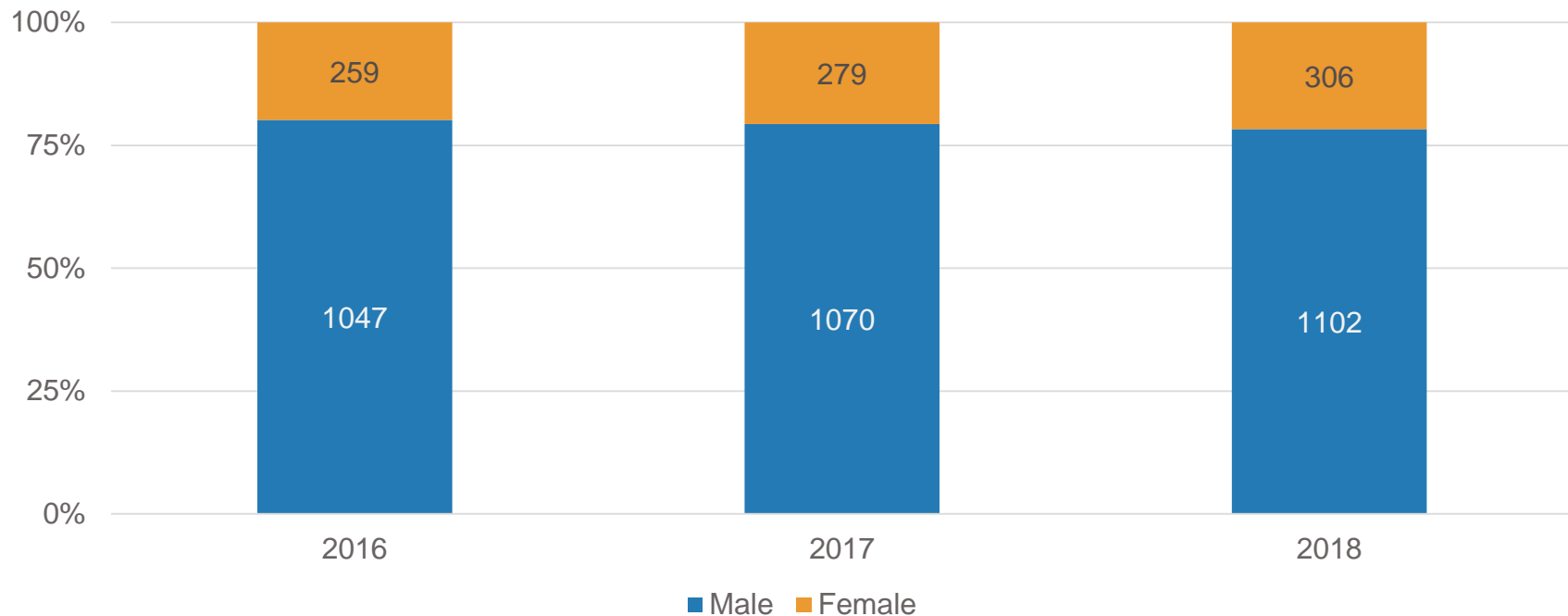
Fiber optics 1999



Consolidated structure



Genders in Icelandic energy companies





In 2011 we at RE decided to:

Balance Genders in Management

and to

Eliminate the Gender Pay Gap



Gender Equality
is a
Multiple Task

It is not enough to recruit women in **STEM** jobs

Science
Technology
Engineering
Mathematics

- More than half the women who enter STEM jobs 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



We hired **Gender Scientist** to analyze our corporate culture

She delivered a report with very interesting observations that we have worked diligently on:

- Physical and visual environment.
- Courses on gender equality for every employee.
- Mentors for new employees trained in gender equality approach.
- Gender Equality Committees established in all four companies of the group.
- Action plan in each unit of the group.
- Gender adopted recruitment process.



- Gender based statistical analyzes.
- Job vacancy ads and general marketing material analyzed and revised
- Videos for the employees on gender issues including;
 - 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 revised for more family balance.
- We decided to do what was in our power to attract women to **trades and technology** jobs. This has resulted in our Trade & Technology Course that we run in collaboration with our local grammar school.

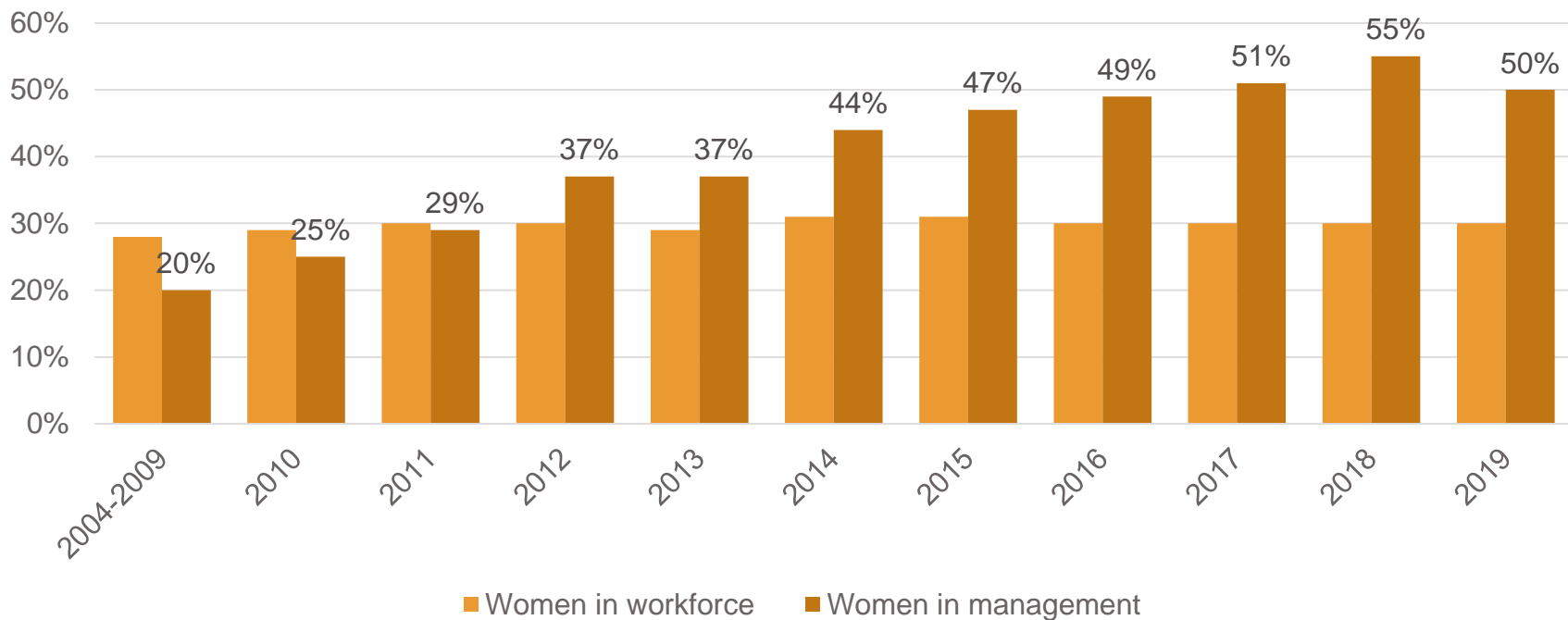


At the end of the day it is a question of
Corporate Culture
and the determination of the
Management
to develop it



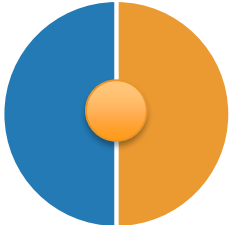
Women in Management at Reykjavik Energy

Women in the workforce and in management



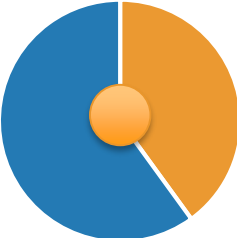
BoDs of OR group

OR
Parent Company

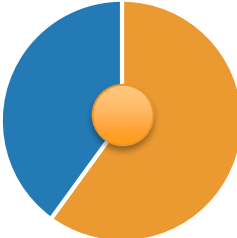


Women
Men
Chair

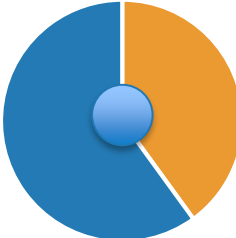
Veitur Utilities



ON Power



RFN





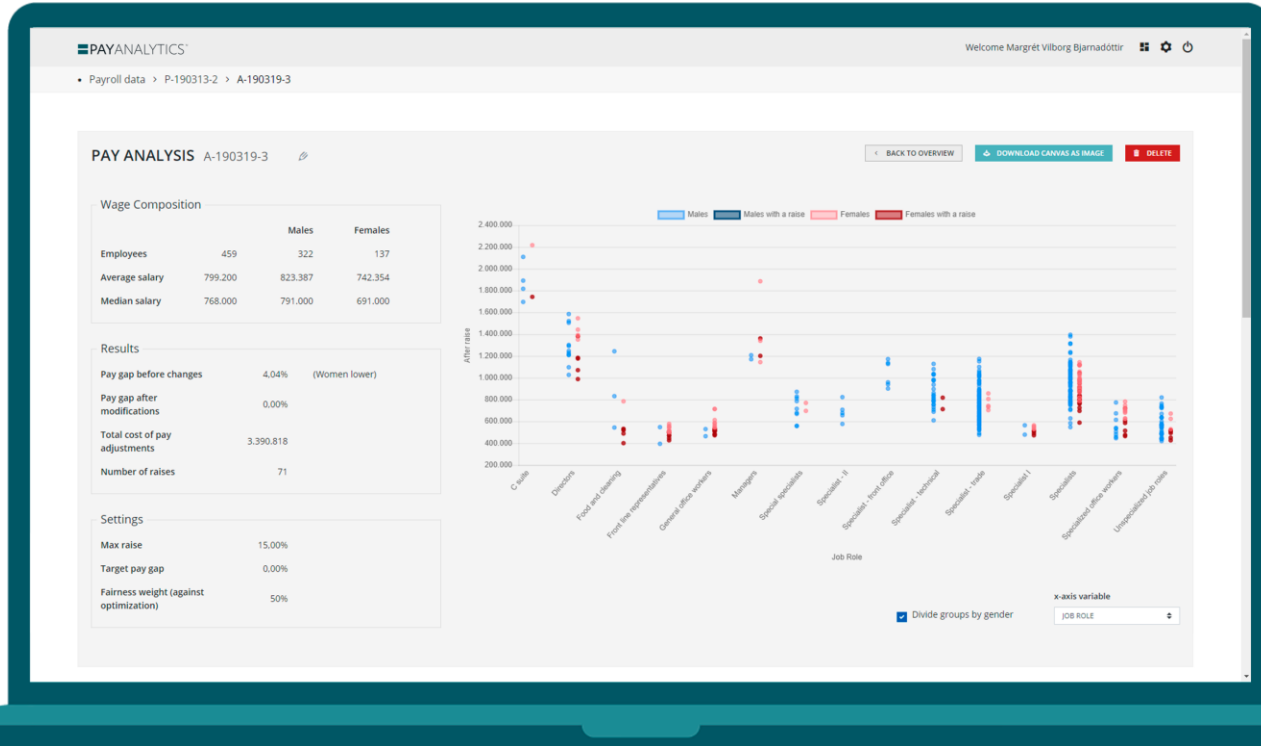
The Gender Pay-Gap

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.
- In 2016 we entered into cooperation with PayAnalytics to develop a tool to support objective pay decisions.



DATA DRIVEN DECISION SUPPORT



MEASURE

Know, understand,
and quantify the
problem

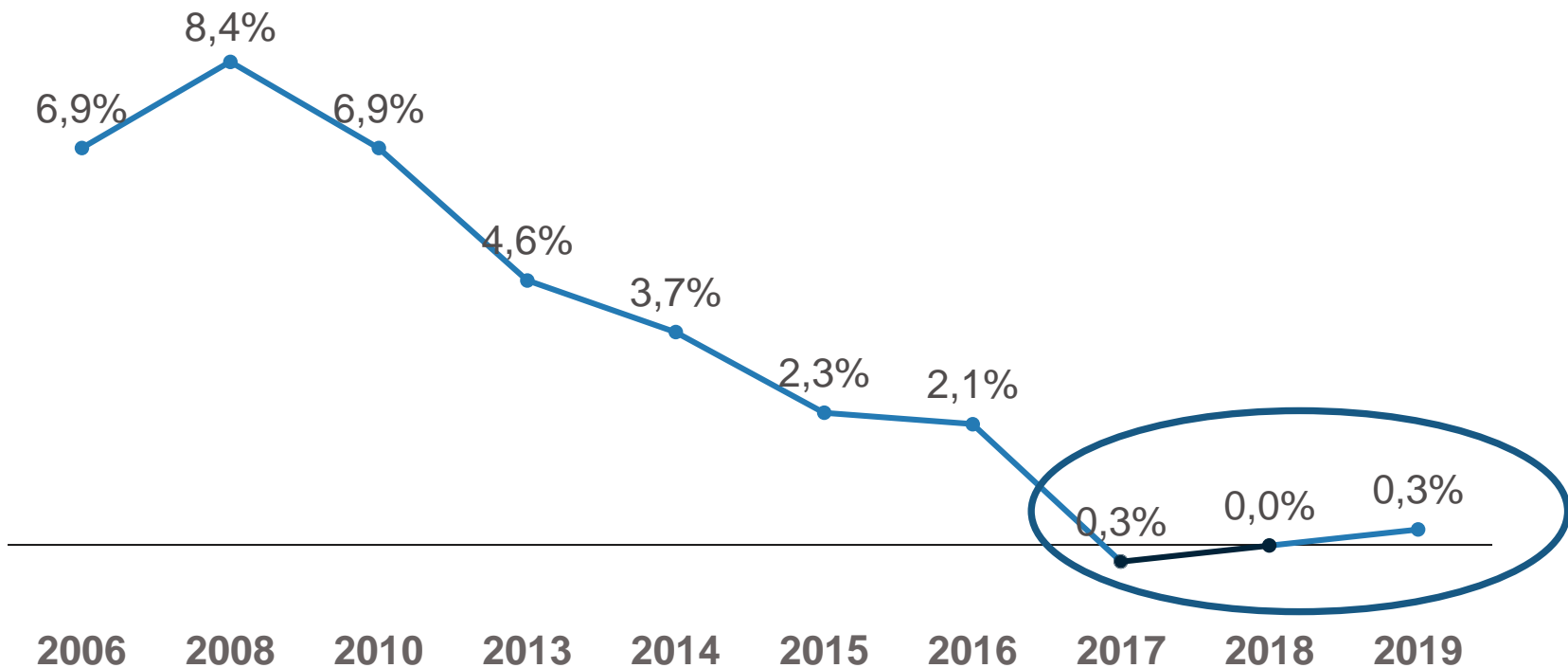
PLAN

Who should get
raises? What is it
going to cost?

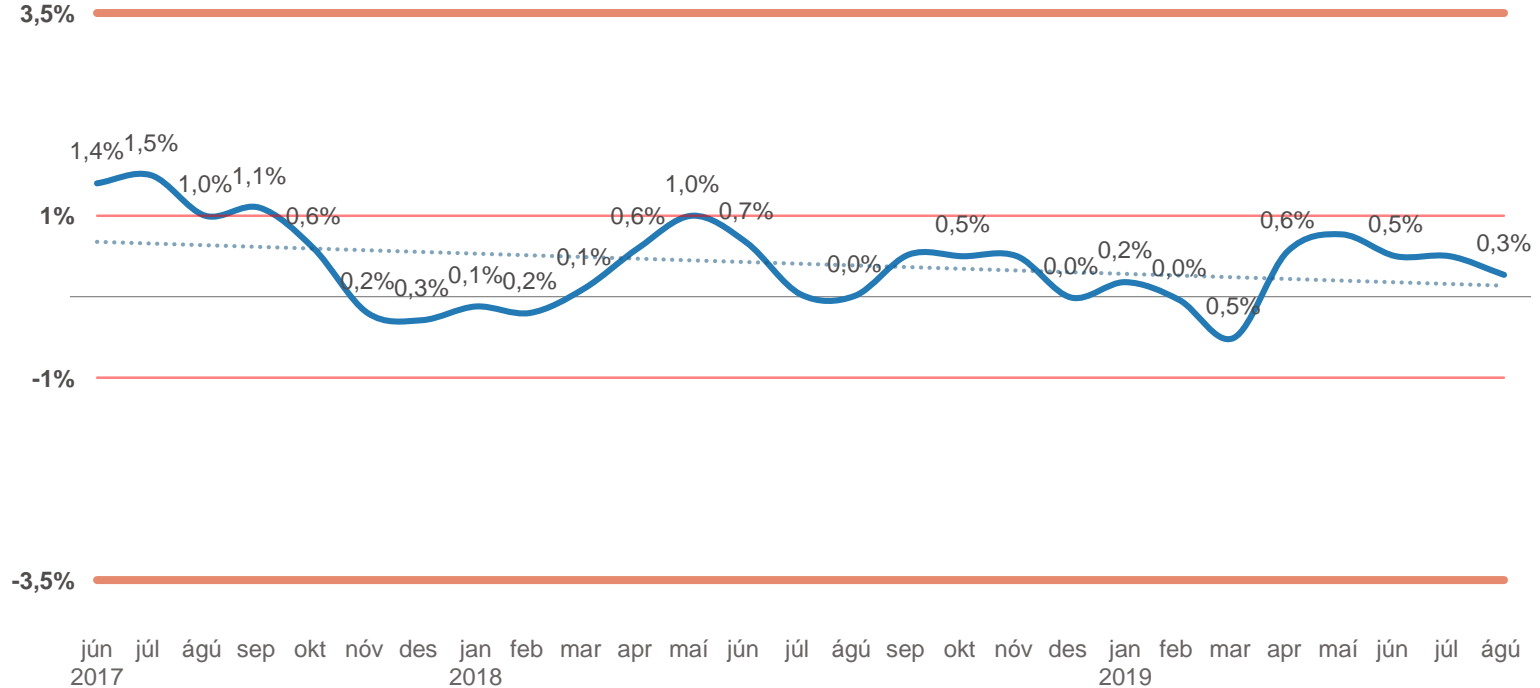
STAY VIGILANT

Understand, in
real time, decision
impact

Gender Pay Gap



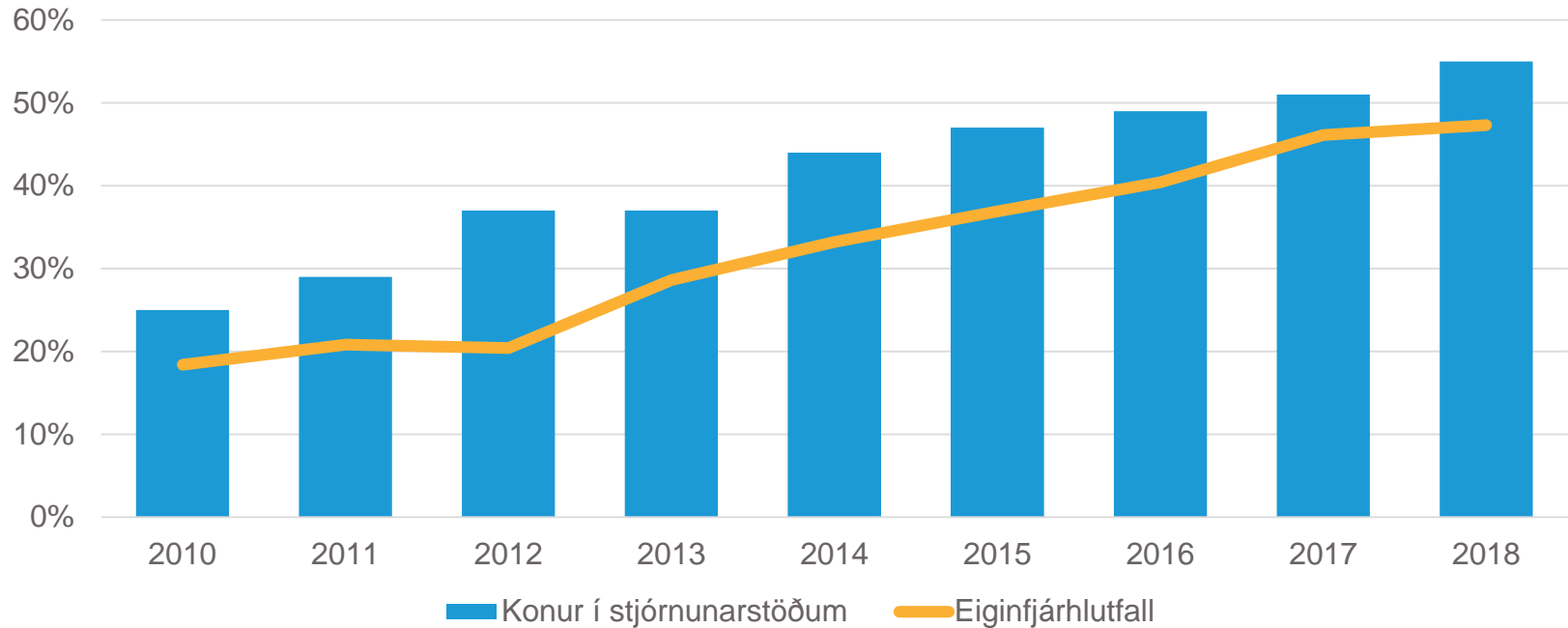
Gender pay gap 2017-2019





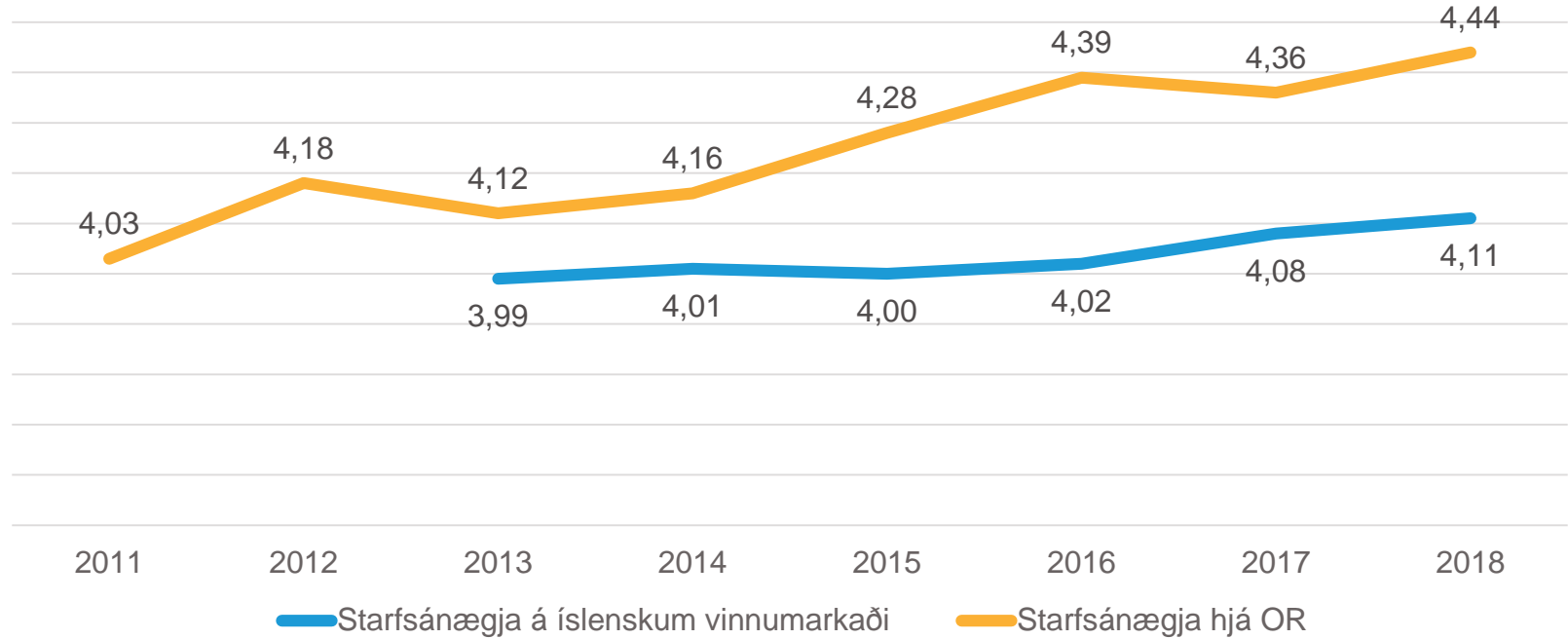
What is the
Cost
of all of this?

Women in management and **Owner's Equity**



Job satisfaction

On a scale 1-5





This is what I have learned



Inside the Company

More open discussions, more diverse background and points of view

Decisions are taken based on facts, open discussion and feelings (feelings are also facts)

Decisions are taken at the table, no hidden agenda

More productive work

Higher job satisfaction

Better decisions

Better morale

More fun at work

Mixed workplaces are better workplaces



Other thoughts

The energy sector can be changed – and rather quickly

Male dominance in this sector is not a law of nature –
and not in any sector I suppose

Gender equality is an important part of **human rights**

It is the duty of the executive management to **execute** gender equality

Will and determination is all you need!



















University Graduates





Thank you