Women in Energy Iceland

Copenhagen, September 25th, 2018

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Women in Energy Iceland was founded in January 2016.
The objective is to empower women in energy, strengthen the connection between them and encourage women to seek education related to energy.
Our ultimate goal is to make the association unneeded!
Women in Energy – Iceland is open to both genders as we see a common interest of the objectives being reached.
302 Members – 285 women and 17 men
50% work at the largest P&U companies,
25% work for consulting agencies in energy
8% work for the government,
4% work for energy intensive consumers
3% at universities and 10% misc.
Gone on trips...

Women from the Icelandic and Romanian Energy sectors
Hosted booths at employment fairs
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Future generations

How to approach and motivate

Icebreaker session – hosted by Women in Energy, Iceland
Report published in May of 2017 on the influence women in the power and utilities sector in Iceland have.

The report is made in cooperation with Ernst&Young, who also publish an international report.
Key Figures

- **25%**
  - Board Chair
- **50%**
  - Board Member
- **8%**
  - CEO
- **24%**
  - Managing Director
- **32%**
  - Head of Department
- **26%**
  - Positions
Legislative requirement for gender balance on boards

- Board Chairs: Total 12
- Board Members: Total 46
- Women on Boards: Total 58
CEOs of Energy Companies

- CEOs: 12 (8%)
- Managing Directors: 46 (28%)
- All Executives: 58 (24%)

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- Managing Directors: 46
- All Executives: 58
Ernst&Young made a reasoned opinion in the report that there was a relation between the diversity of Boards and the Return on Equity.
What effect does gender balance have on decision making in the energy sector?
Visibility matters

• Numerous speaking engagements at conferences abroad
• Report and website in English
• Establish relationship with each class at the United Nations Geothermal Training Programme
• Energy access, sustainability improve with increased involvement of women
Thank you!
Website: www.kio.is