

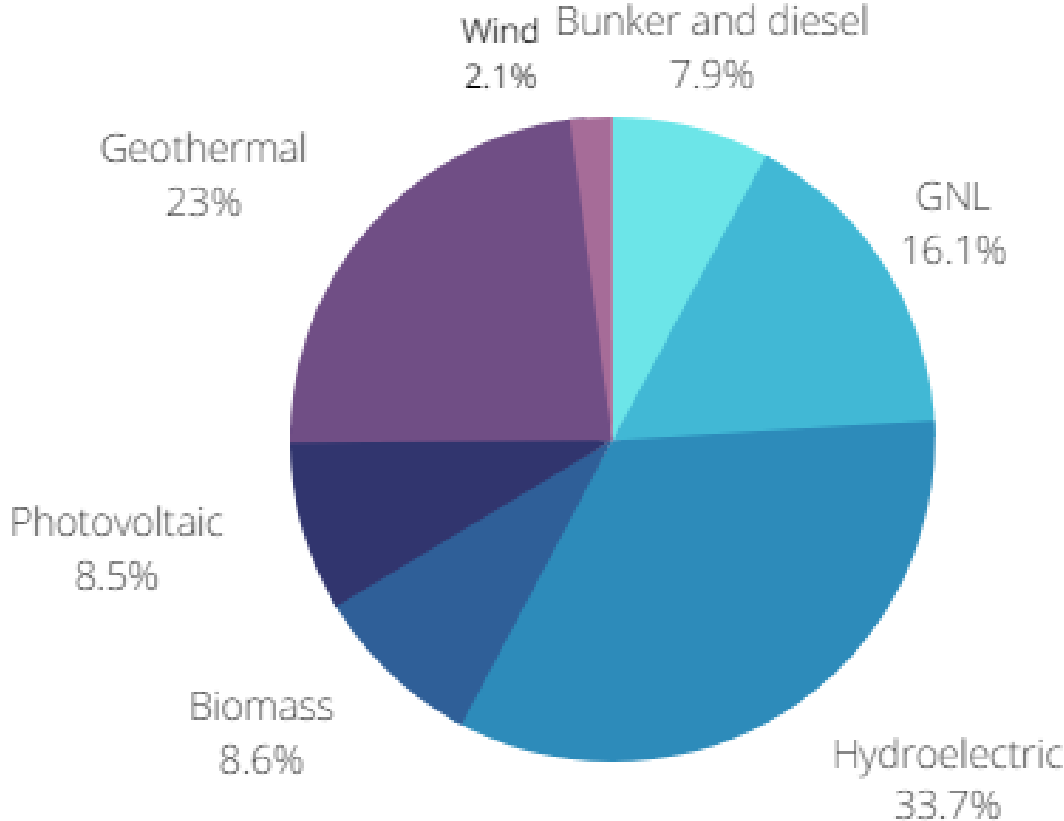
Plan to Improve Gender Equality in the Geothermal Workforce

LAGEO, El Salvador
Bertha Arenivar

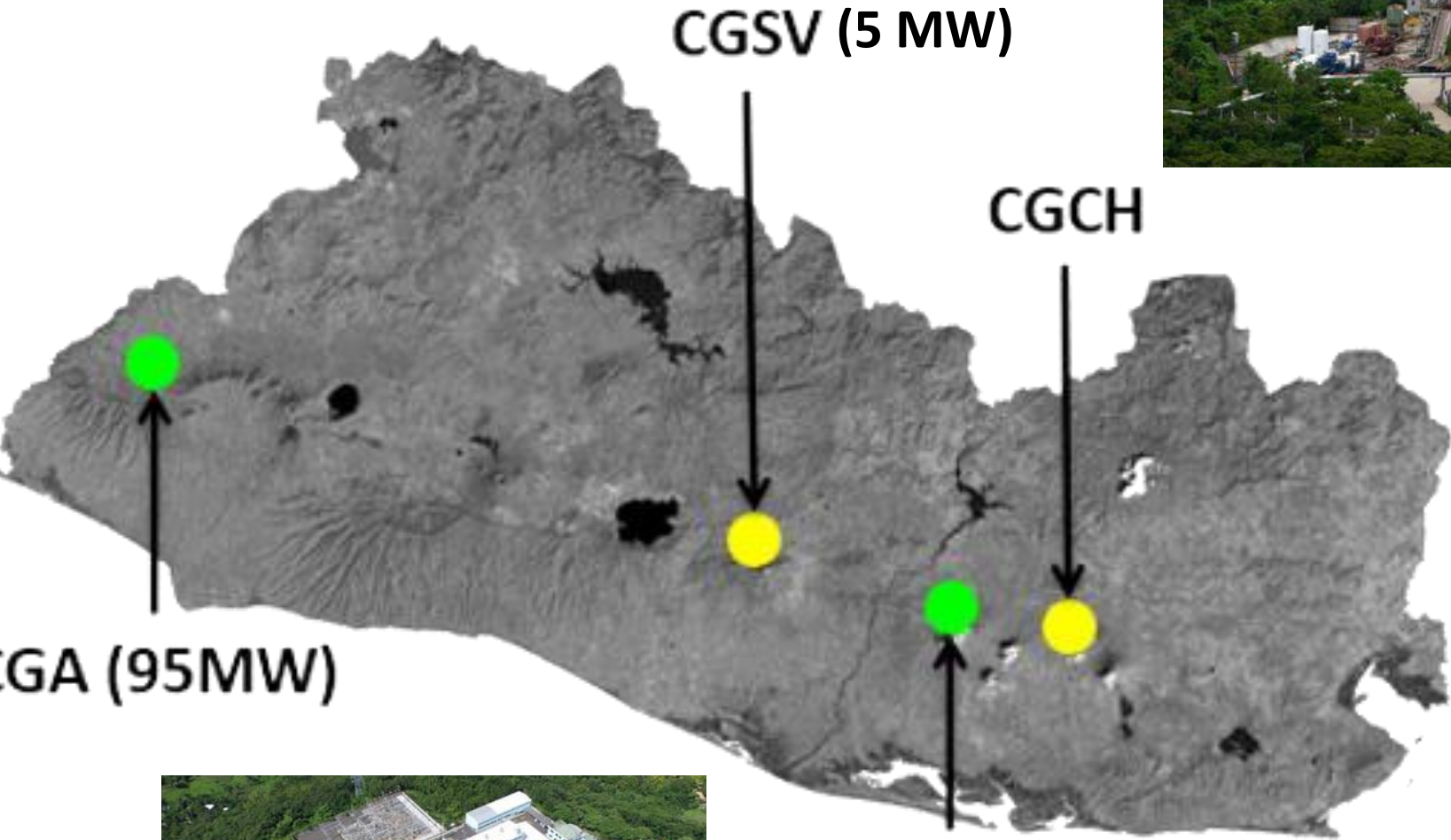
May 28, 2024

About LAGEO

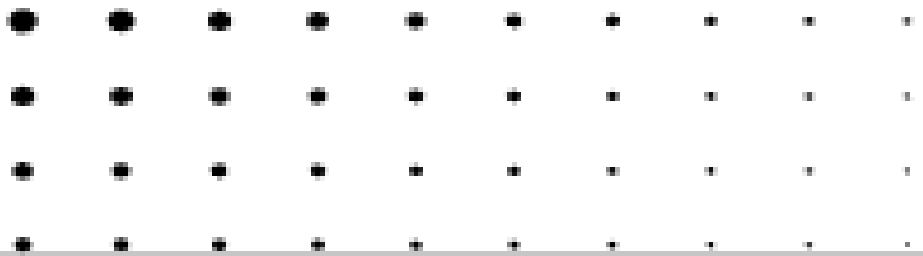
"LAGEO is a company dedicated to the production of electrical energy, using the geothermal resources of El Salvador " .



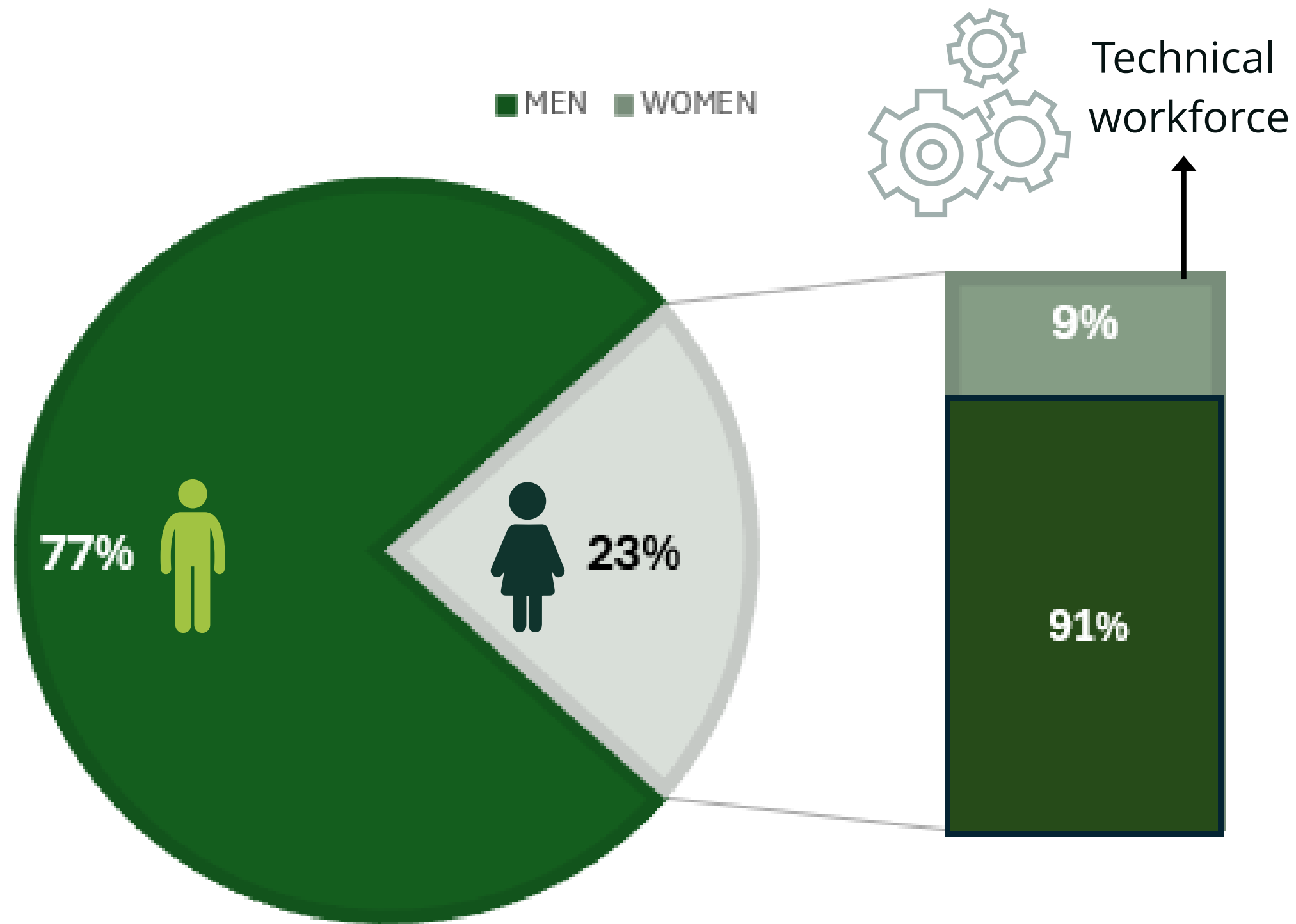
Source: Data from 2022, General Directorate of Energy, Hydrocarbons and Mines DGEHM



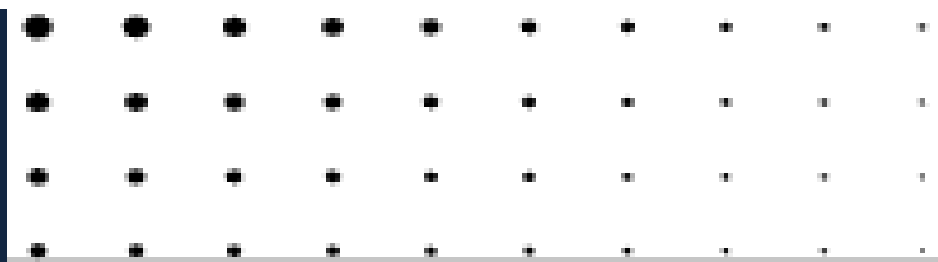
Source: LaGEO, 2024



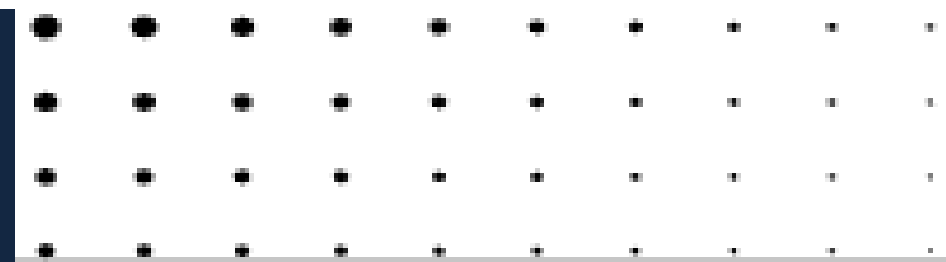
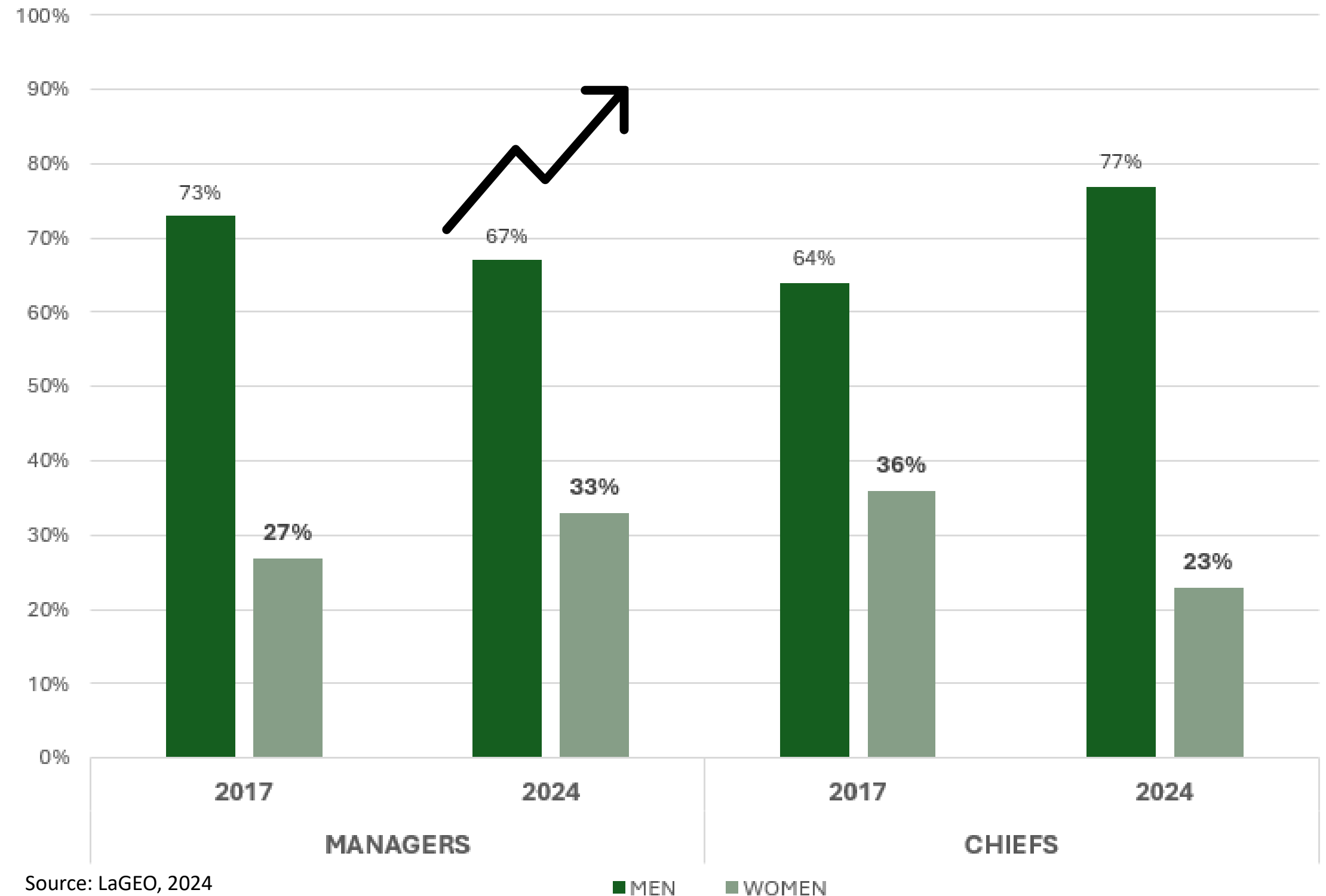
Women workforce in LAGEO



Source: LaGEO, 2024



Gender Parity in Employment and Decision-Making Positions

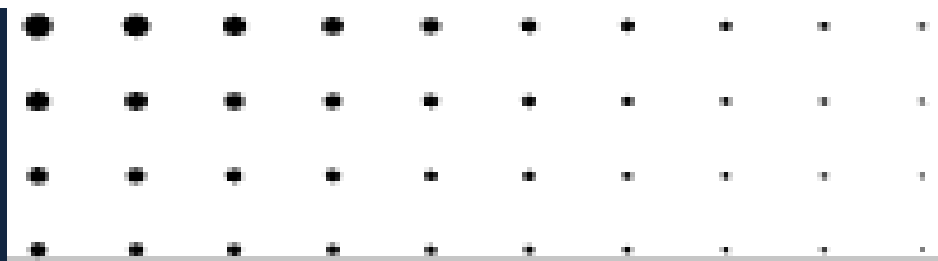


WORLD BANK GROUP



Gender Equality Strategies

1. LAGEO working strongly with WING EL Salvador
2. Women in congress and conference
3. Training programs
4. Master programs
5. Mentoring programs
6. FUNDAGEO Social programs
7. WINGman Special Taskforce
8. Gender networking
9. Nursery room
10. Activities with WING El Salvador

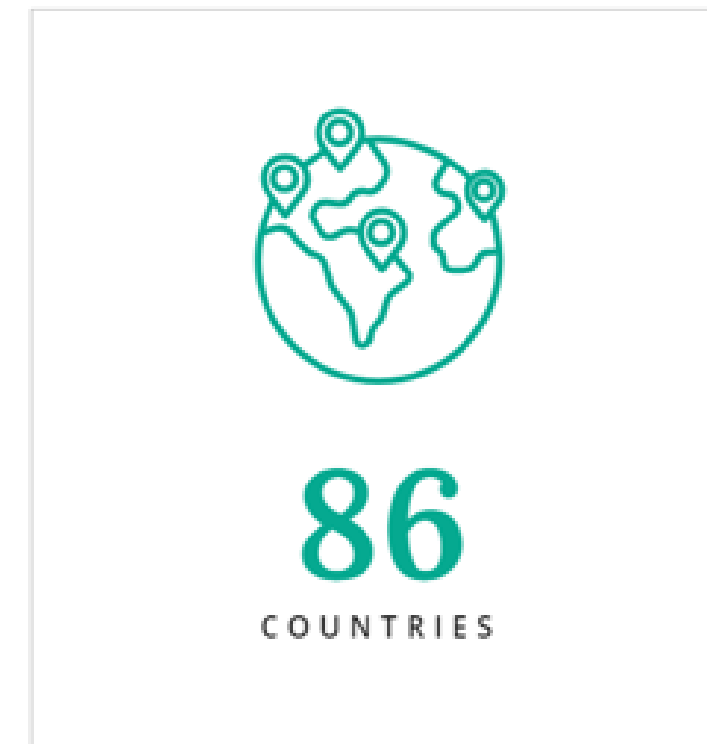
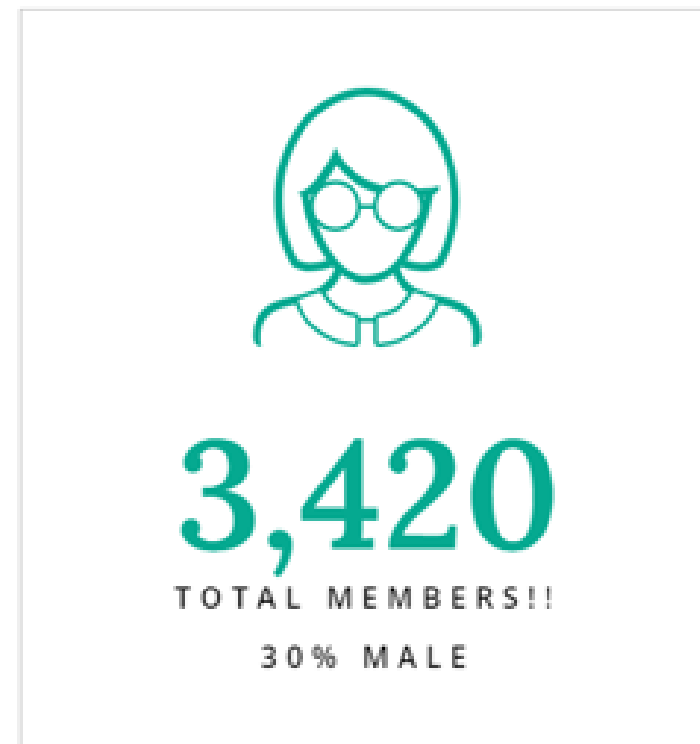


WING-LAGEO

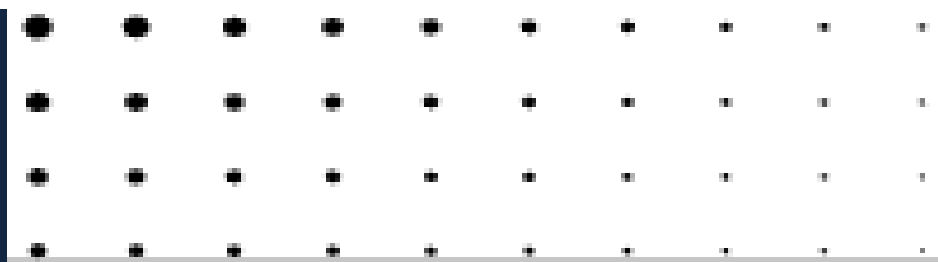
LAGEO strongly works with WING EL Salvador to promote gender equality

What is WING?

Women in Geothermal (WING) is a global network that aims to promote the education, professional development, and advancement of women in the geothermal community. Join us in making waves in the geothermal industry.



Source: WING Global, 2024





WING-LAGEO

Chapter: El Salvador

Founded: 2017



MORE THAN

50 ACTIVITIES

PROMOTING GENDER EQUALITY



Women participation in congress and conference

Geothermal
World Congress:
7 women; **30%**

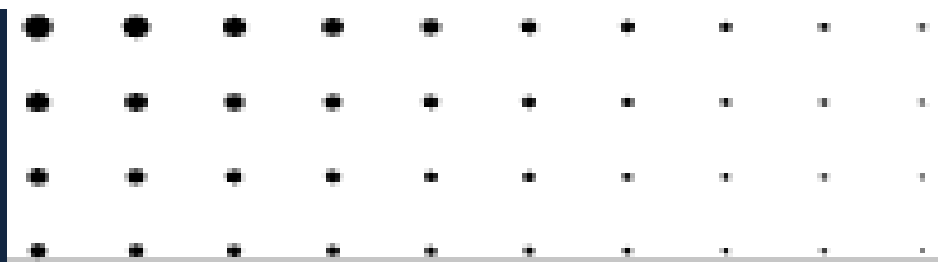
Trainings:
JICA: **5 Women 50%**
GRO: **12 Six-month
training 38%, and 1
in Master degree,
25%**

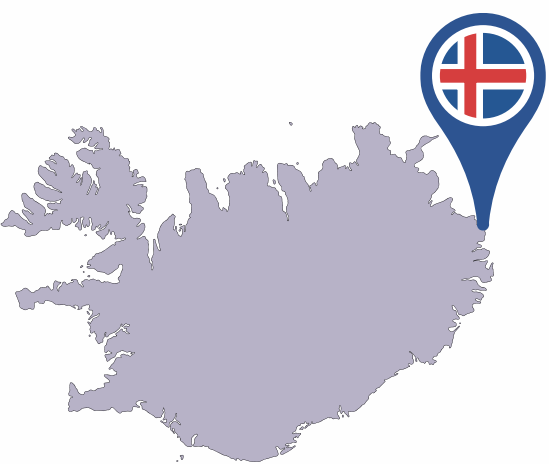
Women in LaGEO
was in different
training and
programs in **Italy,,
Iceland,
Netherlands, Chile,
Uruugay,Germany,
Japan etc.**

MUJER AND
MANAGMENT
ADEN, **8 Women
100%**

WOMEN IN
TRAININGS,
CONGRESS AND
CONFERENCES

Source: WING ESA, 2024





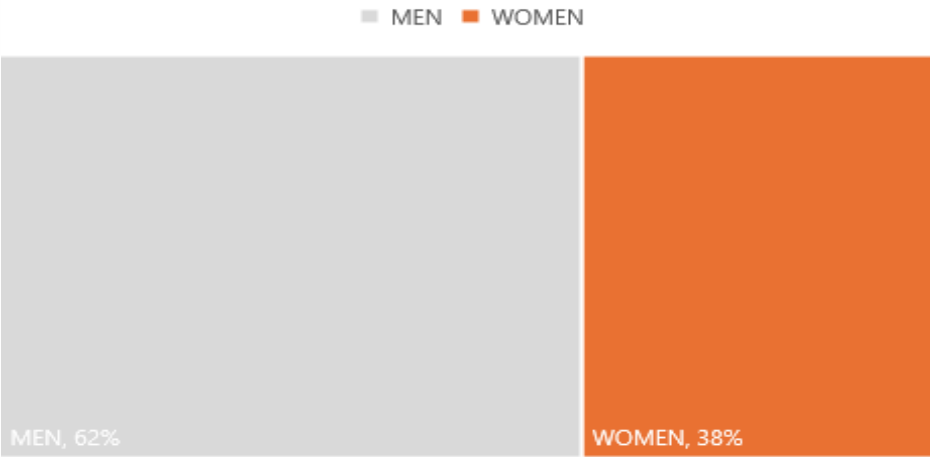
Geothermal Training

Geothermal Training Programme- Iceland

GRO • GTP

Fellows trained in Iceland: 48

(♂ 36 ♀ 12)



Luz Antonina Barrios Martinez de Luna
1993 | Six-Month Training
Borehole Geology
El Salvador



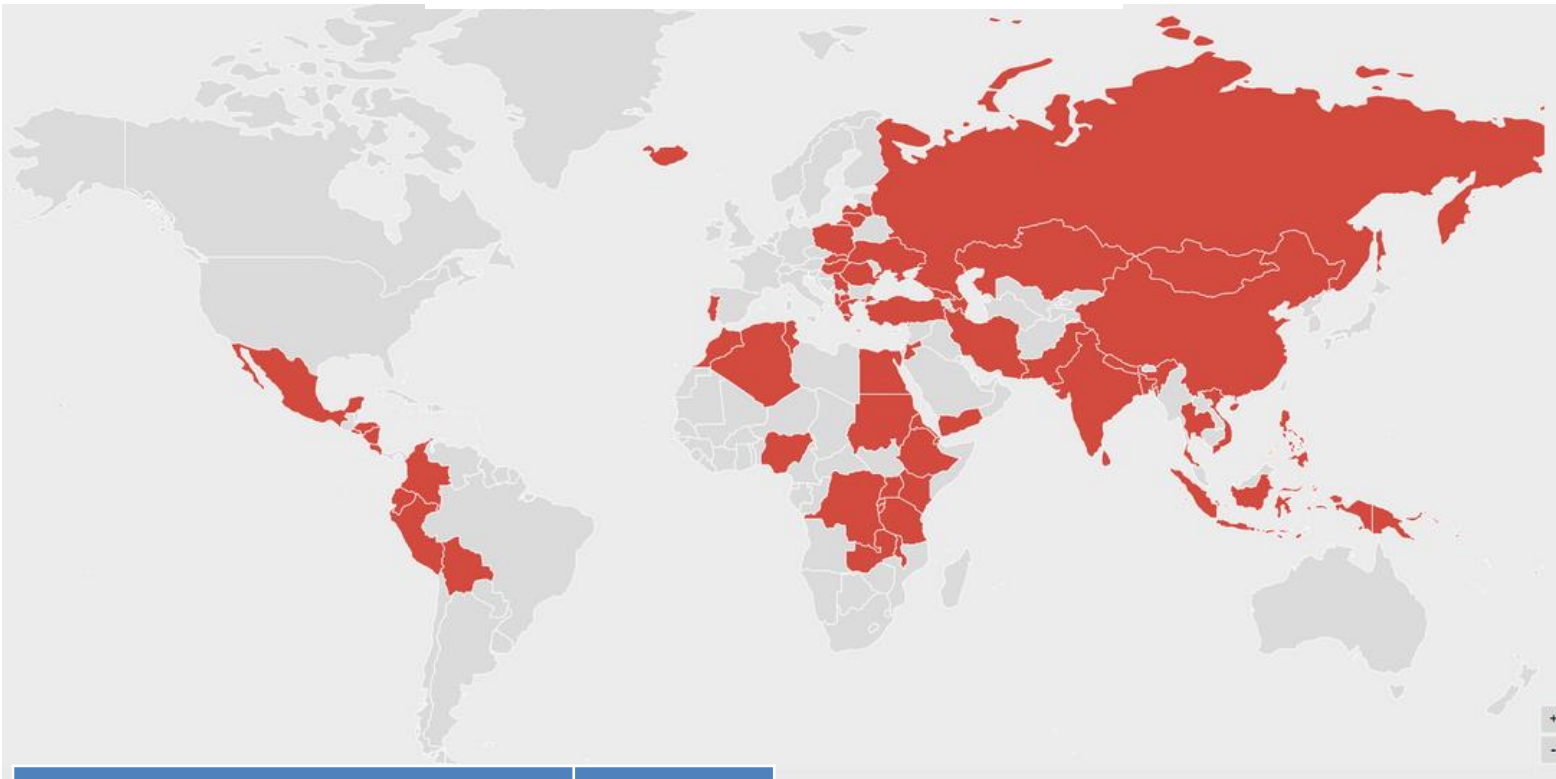
Patricia E. Jacobo
2003 | Six-Month Training
Chemistry of Thermal Fluids
El Salvador



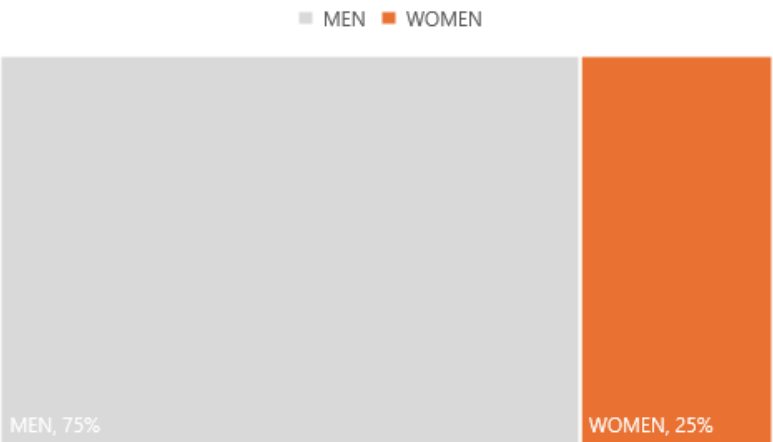
Claudia Mercedes Pichardo Lopez
2013 | Six-Month Training
Borehole Geology
El Salvador



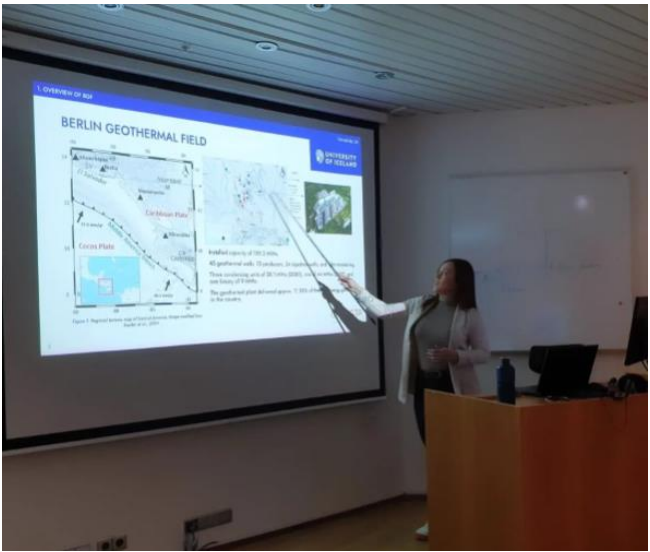
Bertha Aracely Arenivar Marroquin
2016 | Six-Month Training
Environmental Science
El Salvador



Masters & PhD scholarships: 4



Mayra Raquel Hernández Cabrera
2021 | Six-Month Training
Geophysical Exploration
MSc Scholarship
El Salvador

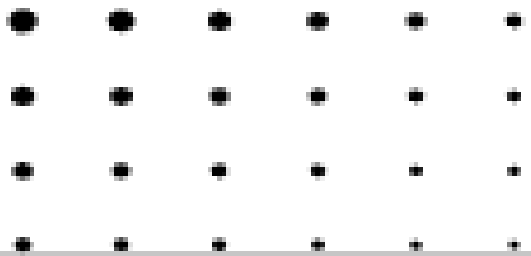


Specialization	Women
Geophysical explorations	1
Geothermal Utilizations	2
Chemistry of thermal fluids	4
Environmental science	2
Borehole geology	2
Drilling technology	1

El Salvador

Short courses & workshops:	12
Short course & workshop participants:	635
Fellows trained in Iceland:	48
Masters & PhD scholarships:	4

Source: GRO-GTP, 2024





Geothermal Training

Geothermal Training Programme- Japan



Masters program through alliance with other female organizations

1ER PROGRAMA

**BECAS PARCIALES
MBA EJECUTIVO EN
ESPAÑA 2024-2025**

25 BECAS PARA HOMBRES Y MUJERES DE
LATINOAMERICA

CONVOCATORIA

20 DE FEBRERO 2024 AL
30 DE NOVIEMBRE 2024



Universidad de
Vitoria-Gasteiz **EUNEIZ**



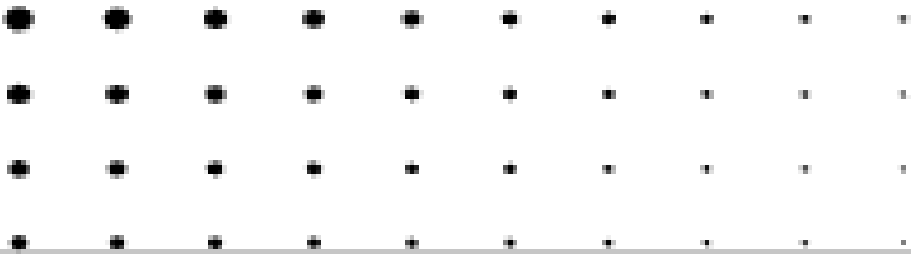
2024



2023



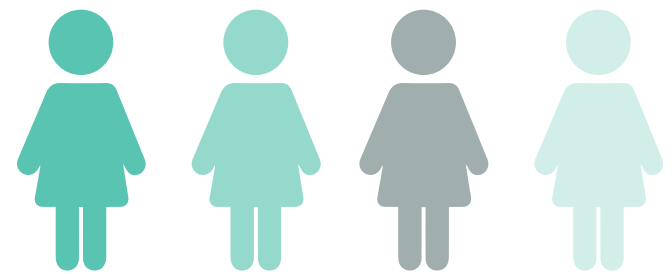
Source: WING ESA, 2024



Mentoring program

FUTURE LEADERS COHORT

The Future Leaders Cohort brings together current female geothermal professionals to share experiences that focus on developing female leaders and supporting the increased presence of women in business and community leadership roles. The program facilitates the sharing of experiences, tools and insights with other women seeking leadership roles.



Source: WING, 2024



Mentoring program

Global Women's Network for the Energy Transition



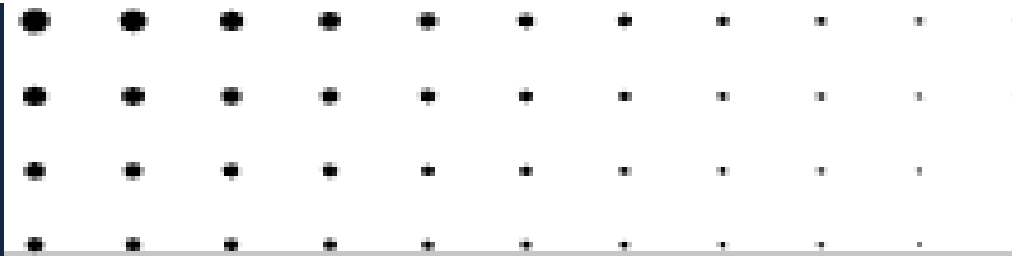
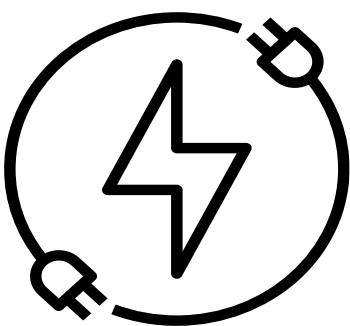
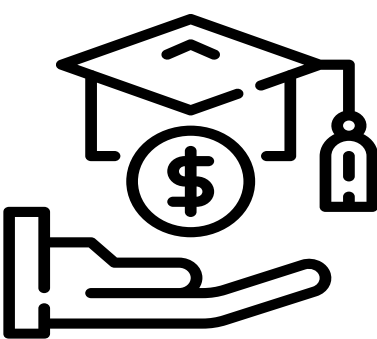
Mentes

Mentor

Source: GWNET



FUNDAGEO Social program



WINGman Special Taskforce



2019

TRAINER

2020

WINGman STF ESA

2021

GRADUATIONS WSTF ESA

2022

PRESENTATIONS

2023

CAMPAIGN WSMTF



Source: WING ESA, 2024



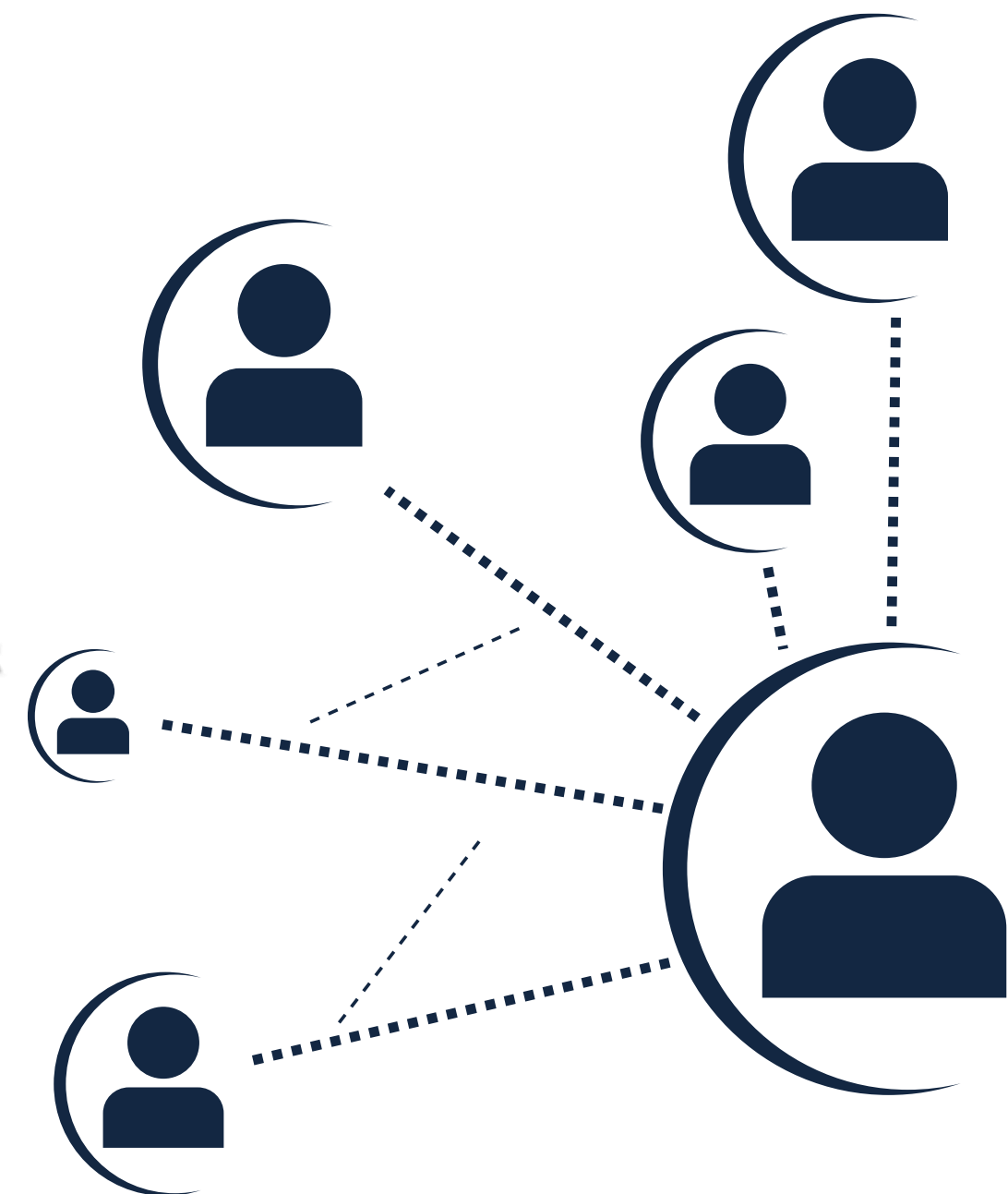
Gender networking



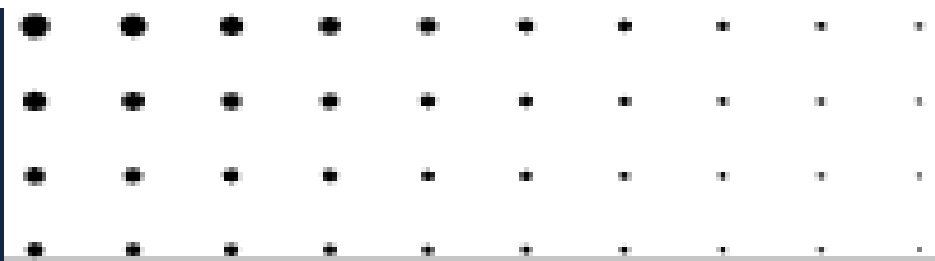
GWNET
Global Women's Network
for the Energy Transition



COSALME
CONSEJO SALVADOREÑO DE MUJERES EN ENERGÍA

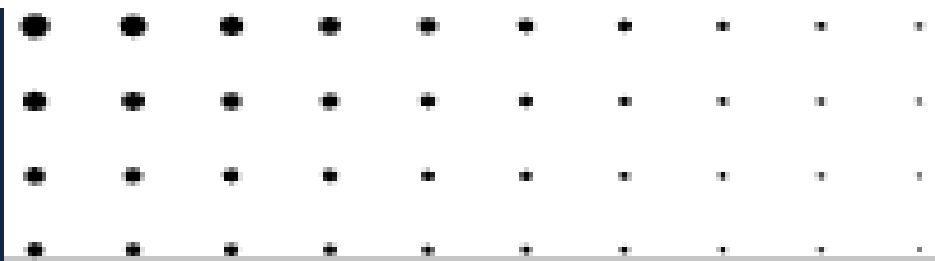


Source: WING ESA 2024



Nursery room

Providing lactation rooms in the workplace shows a commitment to supporting working mothers, increasing the likelihood that they will stay with their current employer rather than seek alternative employment options



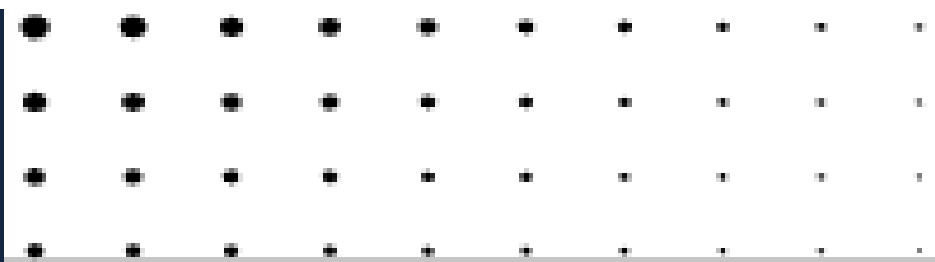
Activities with WING El Salvador



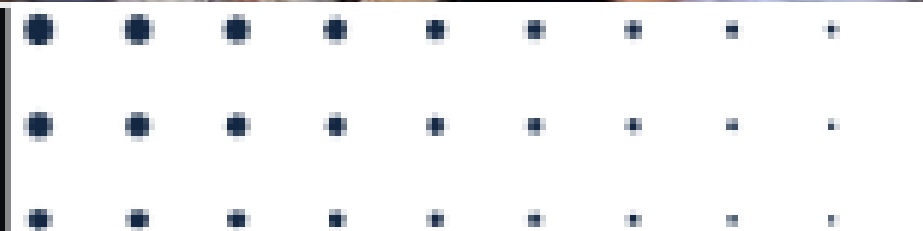
Challenges and projects

To give continuity and support for:

1. Training, Master, and Mentoring programs.
2. FUNDAGEO Social programs
3. WINGman Special Taskforce
4. Activities with WING for promoting gender equality
5. Expand the gender networking, working together with WING



BE OF MANY





Thanks

