



GENDER DIVERSITY AND INTERCULTURAL COMPETENCE IS KEY



الشمول والتنوع في الطاقة
INCLUSION & DIVERSITY IN ENERGY

ADIPEC News speaks to Isabell Hametner, Senior Vice President – Corporate Human Resources at OMV about how the company is working to boost gender diversity and intercultural competence

Could you please tell us a little more about the diversity and inclusion initiatives at OMV and how have they positively contributed to or influenced the business's bottom line?

We focus on two elements – gender diversity and intercultural competence. Intercultural competence is key for our business model as we operate internationally and export our knowhow and technology through our people. We have just committed to increase our share of females at an advanced career level from 18 per cent to 25 per cent by 2025. I am convinced we will get there by working at several dimensions at the same time:

- We have diversity embedded in our people strategy and in our leadership expectations
- We expect females on shortlists when we hire externally at management levels
- We focus in our development on female potentials and support them with mentorships and tailored development plans
- We have set over the last years

many initiatives that support the balance of work and family – ranging from company kindergartens, holiday care for kids, to flexible and part-time models, stay connected programs during maternity leaves or paternity time for fathers

In your opinion, why has the conversation evolved from empowering women to empowering diversity? How has that helped the industry and OMV?

Because diversity is broader and I think it is important to be inclusive and to foster an environment where different opinions and perspectives are heard and respected – this is not only true for gender but also for age, religion, etc.

In your opinion, how can public-private partnerships help the oil and gas industry achieve diversity and inclusion at the workplace?

“ Attracting and retaining talent is a key priority for the oil and gas industry. Culture, diversity, flexibility and collaboration become more and more important as decision criteria to join and to engage. I look forward to joining the inclusion and diversity discussion at ADIPEC and sharing my experiences on how oil and gas companies can create strong, people-friendly workplaces. ”

Isabell Hametner
Senior Vice President – Corporate Human Resources, OMV

2018 Inclusion & Diversity In Energy speaker



Diversity and inclusion is a reflection of our society. Education plays a key role – the closer companies work with the public sector to describe the needs of our industry the more it will be reflected also in our kindergartens, schools and universities. For this reason we have several cooperation with universities.

Lastly, you are also a speaker at the ADIPEC Inclusion & Diversity In Energy Conference. What can the audience expect to hear from you at the event?

A personal view on why diversity matters; examples of OMV on initiatives and their impact - what works and what doesn't; thoughts and insights about challenges.



ON THE EVOLVING ROAD TOWARDS FEMALE EMPOWERMENT

By: Dr Carole Nakhle, CEO Crystal Energy, Founder and Director of Access for Women in Energy, 2018 Inclusion & Diversity In Energy speaker

Diversity and inclusion in the workplace in general, and in the oil and gas industry in particular, encompasses many dimensions. One of them is the participation of women.

The plain fact is that the oil and gas industry remains a big 'boys club', though, in fairness, less so than a few decades ago. But for a more than a century year old industry with global, highly sophisticated

operations and providing products that are central to our modern societies, one cannot help wondering why the representation of women remains meagre, especially at higher echelons. A single convincing argument for such a feature, which is far from being representative of the distribution of the workforce in any country, is yet to be put forward. Things may well be changing. Initiatives are mushrooming all

around the world, within the private and public sector alike, supported by dedicated international organisations and governments passing legislation to support women's participation in the economy and achieve a healthy and balanced society. So overall, it all seems to be heading in the right direction. But will that be enough? Only time can tell. One thing is for sure: The oil and gas industry has a long way to go since it is starting

from a low base. One word of caution. No matter how noble women empowerment initiatives are seen to be, it is important to promote systems that are based on merit and not on gender alone, and to pursue well thought through strategies to achieve that worthy cause, and not engage in simple PR stunts: otherwise, diversity and inclusion will never be properly and fully achieved in the oil and gas industry