

Seminar

# **Women in the Nordic Energy Sector: state of affairs, actions and future perspectives**

Rosenlundsgatan 9, Stockholm  
21 & 22 November

**Day 1**



Nordic Energy Research  
Nordic Council of Ministers

# Programme Day 1: 12:30 – 14:30

- **12:30 Welcome by Nordic Energy Research**

- **12:35 Opening Speech**

Sara Bargi, Head of the Sustainable Electricity Unit, Swedish Energy Agency

- **12:45 – 14:00 Topic 1: State of affairs – statistics, perception and potential causes**

- 12:45 Pia Saari, CLIC Innovation, FI
- 13:00 Ulrika Jarfeldt, E.ON Värme, SE
- 13:15 Guðrún Arnbjörg Sævarsdóttir, Reykjavik University, IS
- 13:30 Martin Hultman, Linköping University, SE
- 13:45 Julia Vainio, NATO ENSEC COE, LU/FI

- **14:00 – 14:30 Round table discussions (Ulrika Jarfeldt as moderator)**

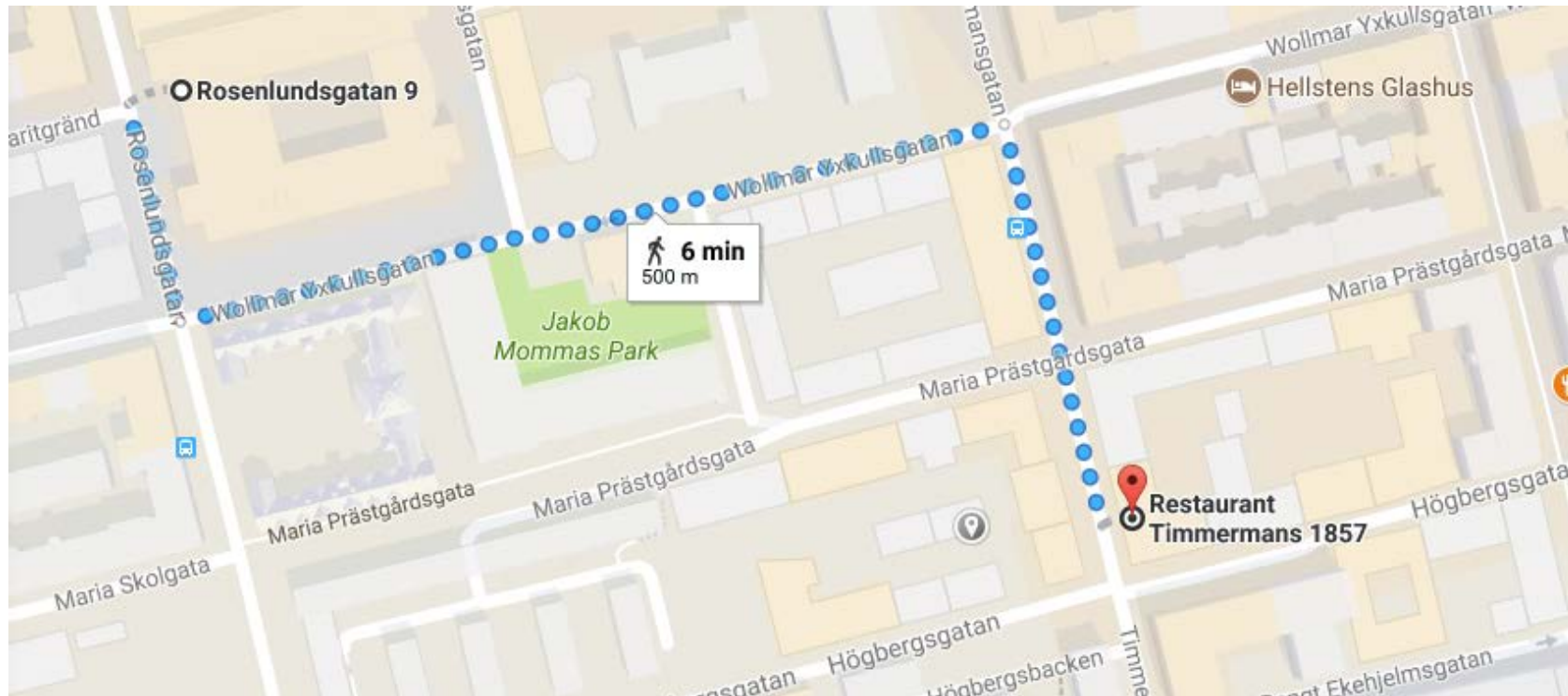
- **14:30 – 14:50 Coffee break**

# Programme Day 1: 14.50 – 17.00

- **14:50 – 16:20 Topic 2: Current measures and effects in the Nordic and Baltic countries**
  - 14:50 Sonja Berlijn, Statnett, NO
  - 15:05 Tiina Koljonen, VTT Technical Research Centre of Finland, FI
  - 15:20 Erla Björk Þorgeirsdóttir, Orkustofnun, IS
  - 15:35 Birte Holst Jørgensen, DTU Technical University of Denmark, DK
  - 15:50 Dagnija Blumberga, Riga Technical University, LV
  - 16:05 Taru Suojaranta, Finpro, FI
- **16:20 – 16:50 Round table discussions (Sonja Berlijn as moderator)**
- **16:50 – 17:00 Summary day 1**

# Dinnertime!

**Dinner, Timmermans 1857, Timmermansgatan 35, 118 55 Stockholm**



Seminar

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**Day 2**



Nordic Energy Research  
Nordic Council of Ministers

# Programme Day 2: 09.00 – 12.00

- **09:00 Welcome by Nordic Energy Research**
- **09:05 – 10:20 Topic 3: Potential measures, action plan and future expectations**
  - 09:05 Marie Fossum Strannegård, Northvolt, SE
  - 09:20 Margareta Björklund-Sänkiaho, Åbo Akademi University, FI
  - 09:35 Wickie Bekker Lassen, Energinet.dk & EUDP, DK
  - 09:45 Martin Anfinsen, NTNU Norwegian University of Science and Technology, NO
  - 10:00 Iris Baldursdóttir, LANDSNET, IS
  - 10:10 Pirjo Jantunen, Helen Oy & WEC, FI
- **10:25 – 10:55 Roundtable discussions (Marie Fossum Strannegård as moderator)**
- **10:55 – 11:15 Coffee break**

# Programme Day 2: 11.15 – 12.00

- **11:15 Network and seminar outcome discussion**
- **11:55 Concluding remarks**
- **12:00 Lunch**

# Action points for industry

- Sponsorships to recruit women/improve diversity
- Make role models more visible → webpages, representatives sent to conferences etc.
- Demand more equal compositions in conferences, panels etc. that industry participate in and support
- It should be seen as a plus to have spent equal time at home with children in an application
- Industry need to realize that diversity is crucial to be part of the energy race – it's a smart business decision
- Start programmes to educate people in leader positions – mentor programmes (reversed mentoring – lower level mentoring higher level)
- Checklist for inclusiveness (when announcing jobs, organizing events etc.)
- Suppliers to industry should show that they have a strategy for diversity/gender issues – industry should make it a requirement when they send out invitations to tenders
- Industry should strive for equality in customer panels/groups



# Action points for academia

- Rethink packaging/branding in all fields/faculties involved in energy research → women are purpose driven and this should be reflected in how the different topics are presented
- Make role models visible → start mentor programmes
- Evaluation boards should be more mixed
- Part of application form should include if you have been on maternity/paternity leave and for how long
- It should be seen as a plus to have spent equal time at home with children in an application
- The physical environment should be upgraded – often outdated and cannot compete with industry
- There should be more research on the role of women in the energy transition and the research should be multidisciplinary

# Action points for authorities, funding agencies...

- Start programmes for young researchers → make it more possible to gain experience
- Support networks → women are lacking business networks. Such network are crucial for being recruited to managerial positions
- The expert panels that review project applications should be more diversified and there should be extra points for diversity in applications
- It should be seen as a plus to have spent equal time at home with children in an application, both when applying for jobs in the agencies and in funding applications
- There should be a requirement on how many project participants in a project that should be female
- A funding agency should set a goal for a percentage of project leaders that should be female in their portfolio of funded projects
- There should be more focus on smaller projects, rather than a few, large → improves the chances for diversity within the projects

# Network action plan

- Name → working title: Nordic Energy Diversity
- Publish a news piece on NER's home page, LinkedIn account, Twitter. Data from the seminar could be shared with the public
- Arenas the network should be active on: FB/LinkedIn/Twitter?
- Connecting to other networks in the Nordic countries and Europe such as:  
WEC, WIE, C3E, national networks such as Women in Energy, Iceland
- Network should be open to all
- Workshop on energy transition → lead to new «Nordic Energy Technology Perspectives» with a holistic view, taking into account diversity
- CV register for participants in the network
- Make a list of names with people in the network that can be suggested as experts for evaluation panels etc.

Thank you for joining us!

Time for lunch!