

# Gender equality in the Nordic energy sector



Nordic Energy  
Research



**EY**

Building a better  
working world

# Nordic Energy Equality Network

- The Nordic umbrella for the promotion of gender diversity and empowerment of women, forming a Nordic voice for an inclusive sustainable energy transition
- Representatives from the whole Nordic region from academia, industry and authorities
- NEEN will strive to make the energy sector increasingly visible to women and highlighting role models in order to attract more women to this sector
- NEEN will build bridges between education, research, government and industry and promote an inclusive approach through the whole sector

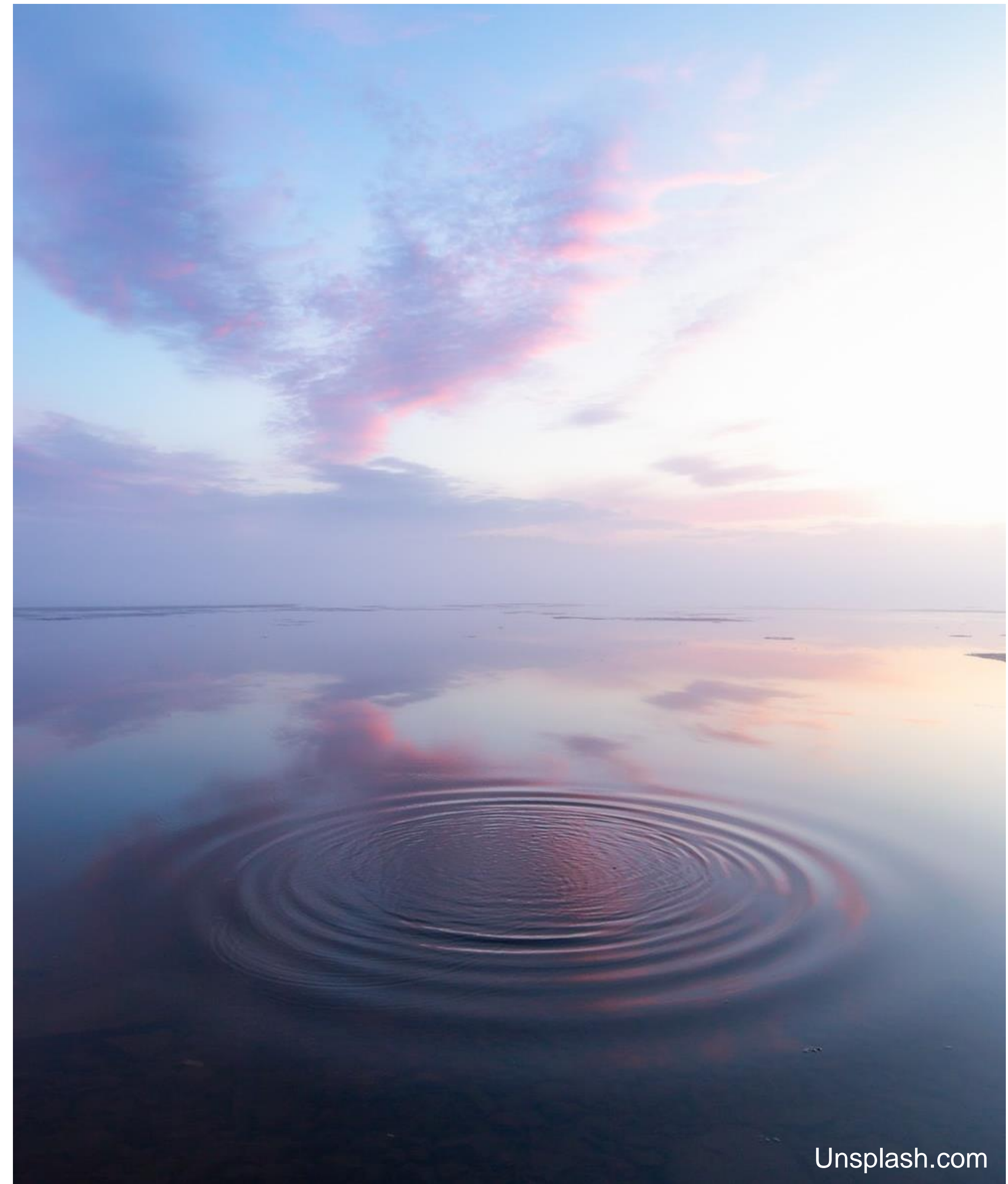


**Nordic Energy Equality Network**



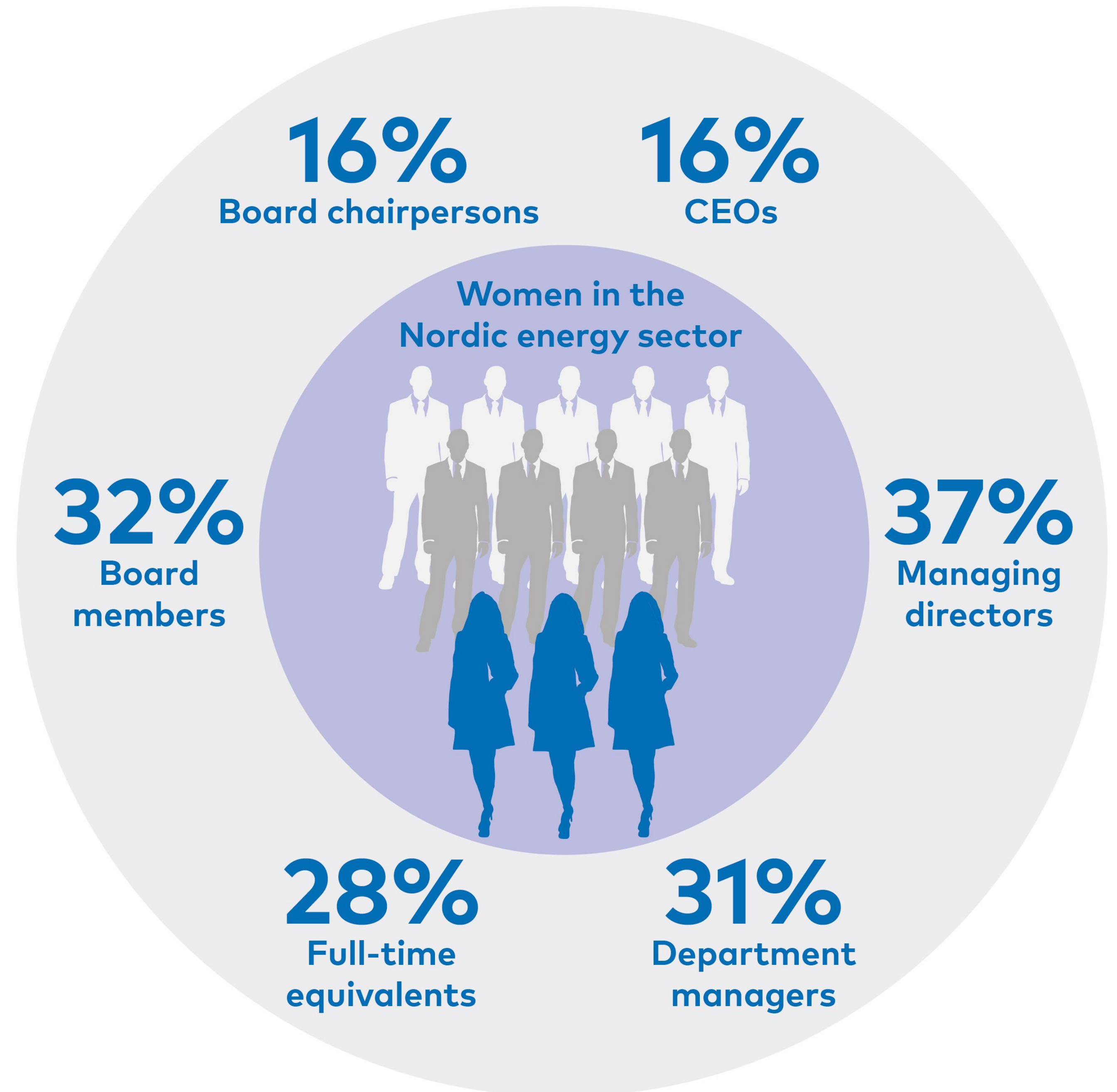
# Purpose

- The purpose was to gather statistics from the Nordic countries and provide an overall status of gender balance and attitudes within energy companies, universities and energy authorities

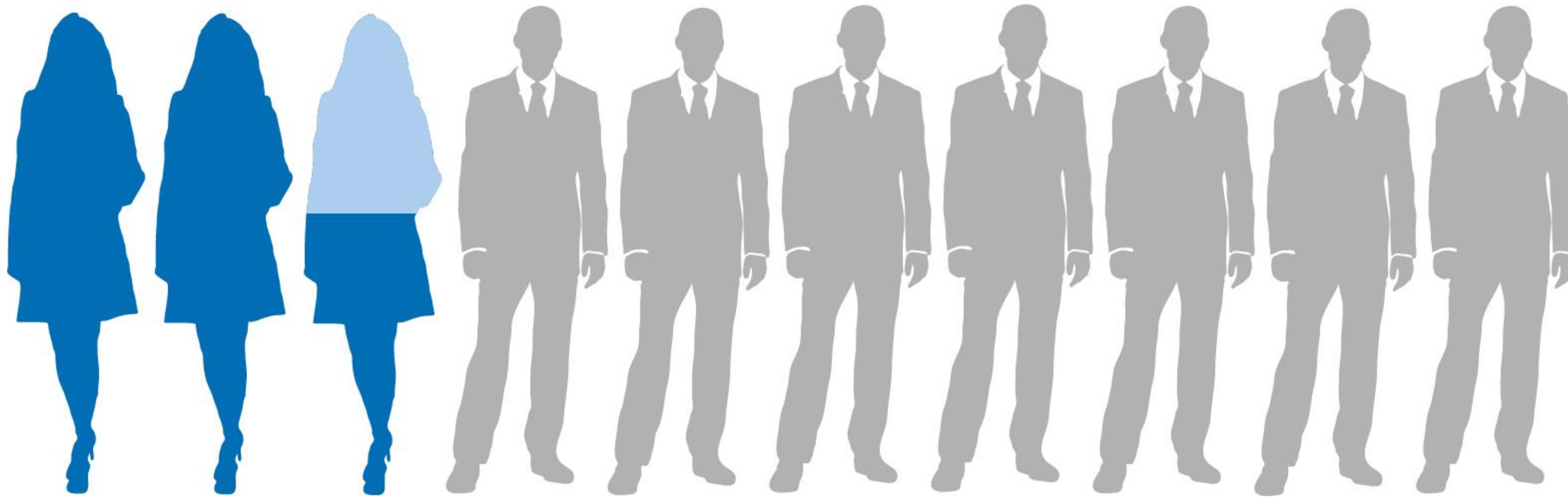


# Energy companies

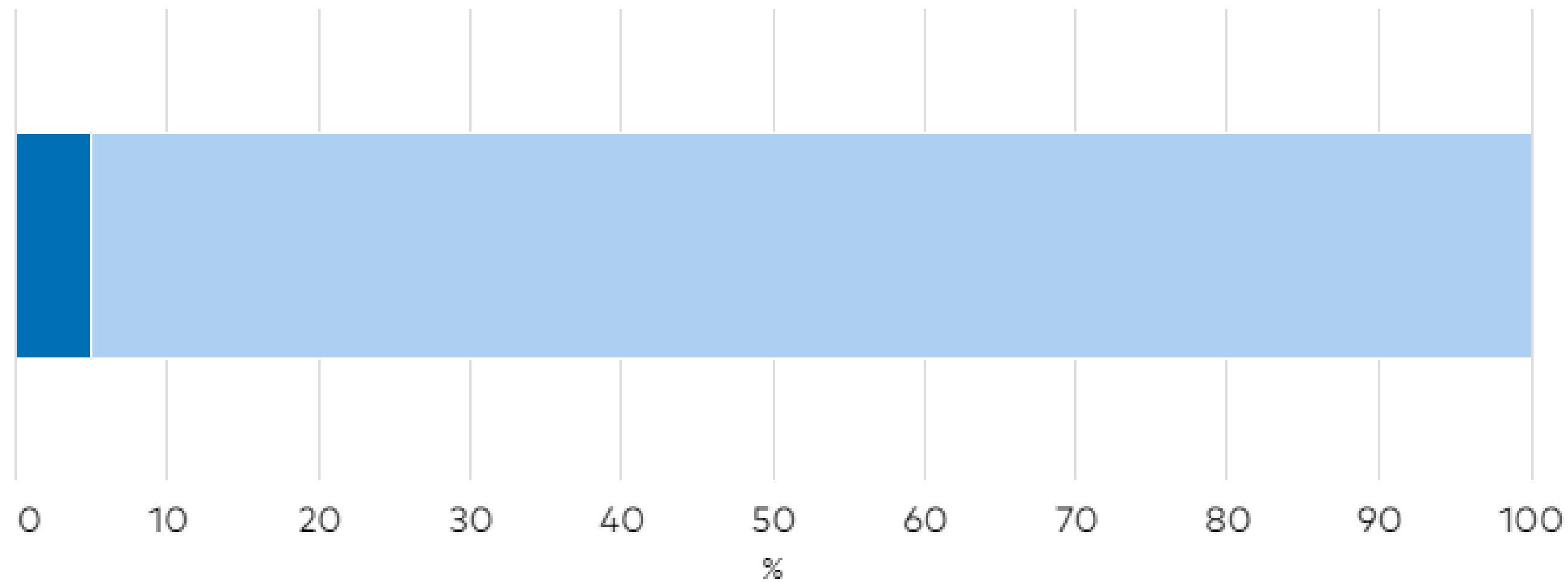
- Women hold 31% of all the decision-making power positions (board members, C-suite executives, department managers)
- Low representation in top positions



# Energy companies



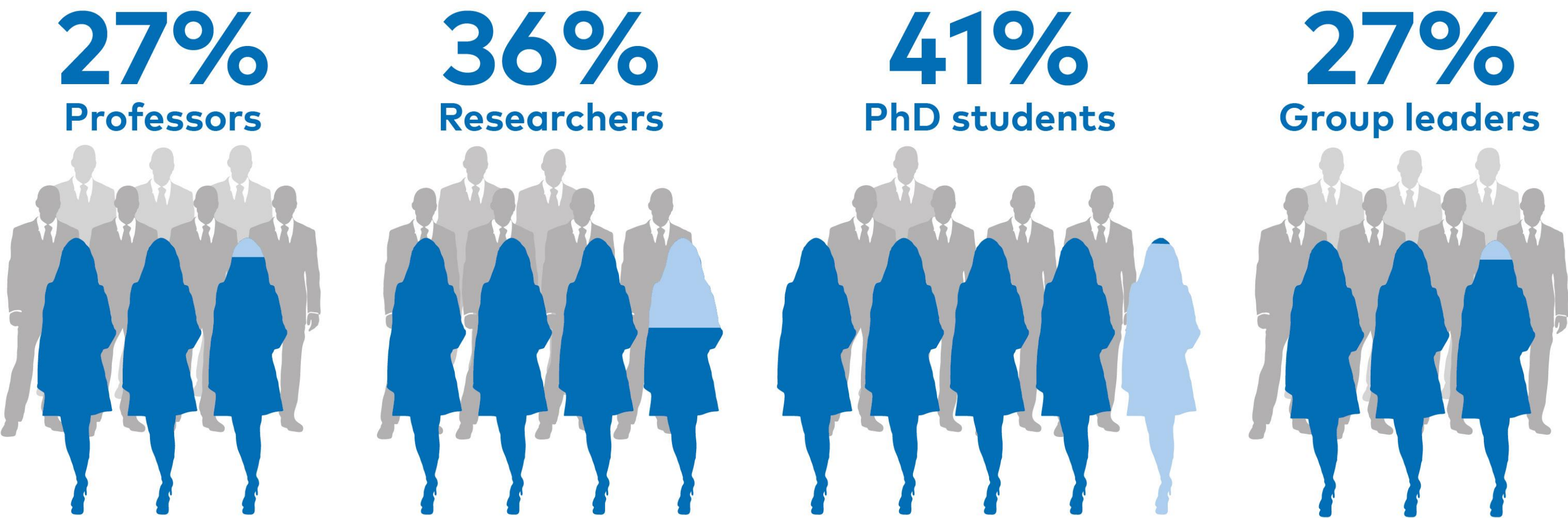
- Women's leadership score: 24%
- Major part of women in manager positions rarely leading to top positions



- Major role in 5% of Nordic energy companies

# Academia

Research groups

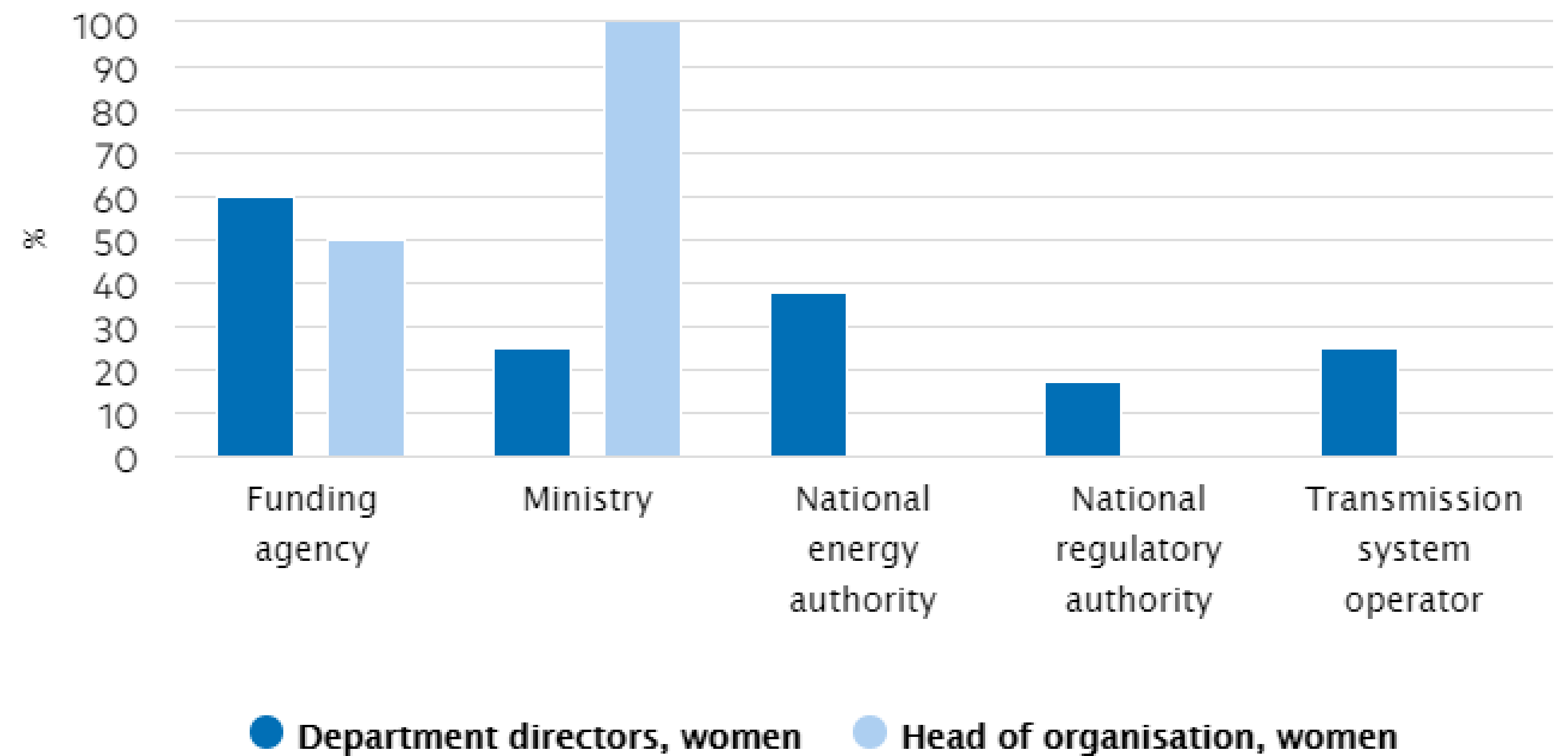
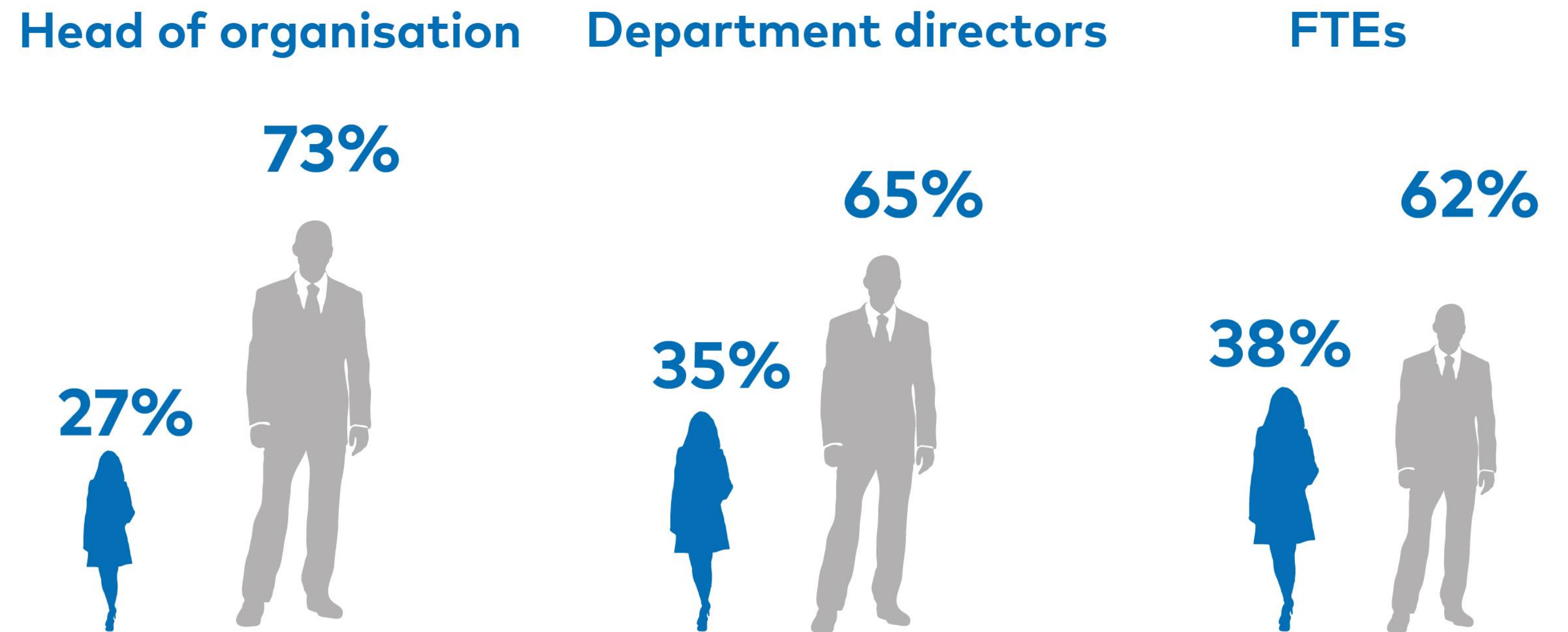


University departments



# Authorities

- 2 energy ministers are women (40%)
- No change in FTE (2017 – 2019)
- 82% have both gender equality and equal pay policies
- All state that they actively take steps to improve gender equality



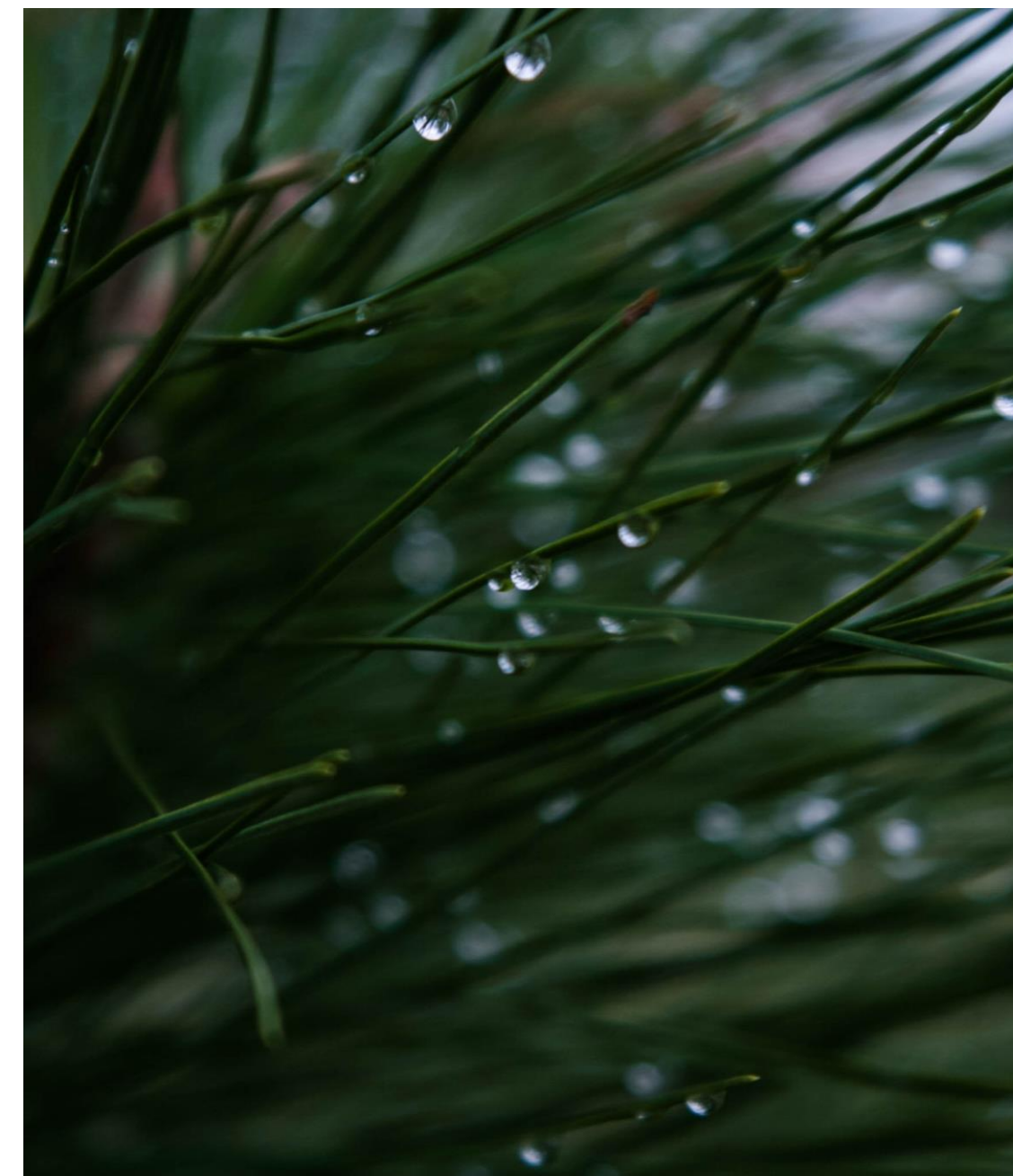
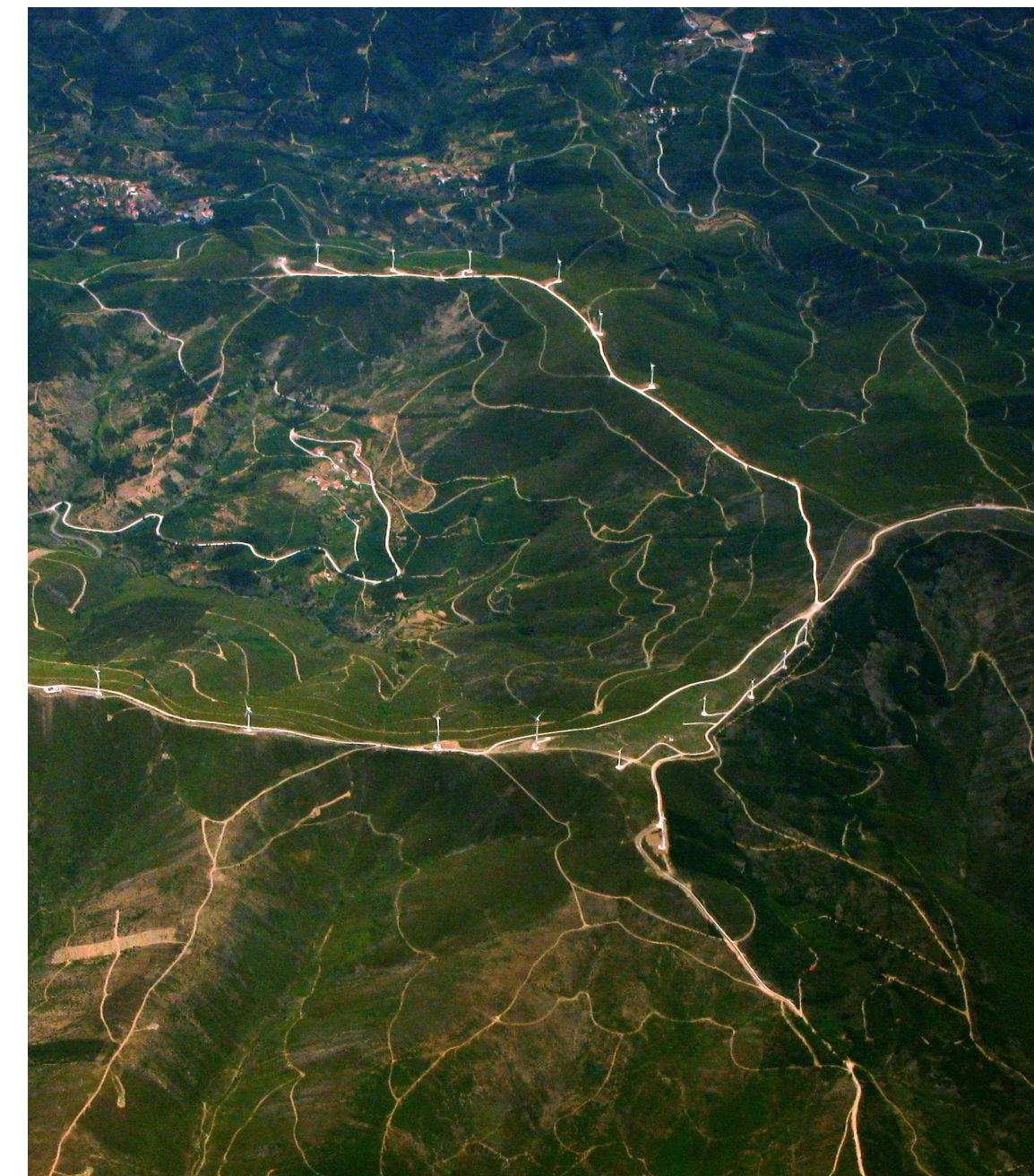
# Benefits of gender diversity

- Gender diversity leads to better management and boosts innovation
- Better gender diversity = better performance and higher profitability
- Investing in diversity is an investment in sustainability



# Change is possible

- Hire and promote women into leadership roles
- Make gender diversity a priority in your organisation – set goals, initiate programmes, monitor performance
- Encourage development, educate, ensure information flow across the organisation and create opportunities for women
- Make work-life balance a priority and increase work flexibility
- Remove the gender pay gap
- Increase diversity in hiring
- Showcase role models
- **Energy companies:** create sponsorships and make demands towards your collaborators and suppliers
- **Academia:** rethink branding and increase multidisciplinary research
- **Authorities:** start programmes, support networks, make demands towards supported projects



**Gender equality is not just a fundamental human right, but also an essential foundation for a sustainable world**



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