

Tools and methods to assess women workforce in the energy sector in Sweden

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About the Swedish Energy Agency

- National authority for energy policy issues
- Sorts under Ministry of the Environment and Energy
- The Director-General is appointed by the Government
- Government funded
- Around 370 employees, Eskilstuna

Mapping of gender equality indicators in the Energy sector in 2015

- Power and influence
- Education and research
- Attitudes
- Use of energy

Power and influence

- Swedish Riksdag and some of the parliamentary committees
- the Government
 - Energy ministers, the share of female members in the Government and Government Offices
- Energy agencies
 - Director General, share of female employed, share of female in the core and support competence, share of female in the management group, management team and the advisory council

Power and influence

- Energy companies
 - Number and share of women among the energy companies' employees
 - Share of women in the energy companies' board
 - Share of energy companies with female chair or CEO

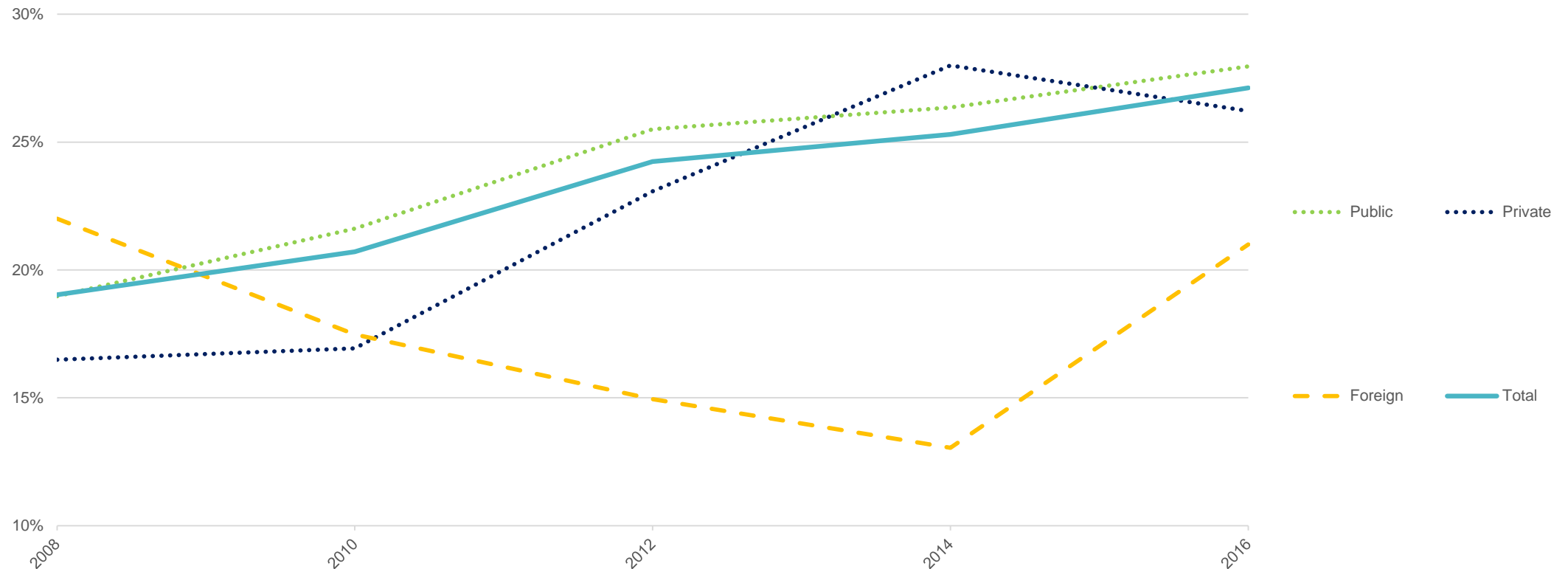
Research funding

- Swedish Energy Agency's research funding
- Other research funding agencies
 - Sweden's innovation agency
 - The Swedish Research Council
 - The Swedish Research Council for Environment, Agricultural Sciences and Spatial Planning

Women in the energy companies (2016 -)

- Number and share of women among the energy companies' employees
- Share of women in the energy companies' board
 - Publicly owned
 - Private owned, Swedish
 - Foreign owned
 - Total
- Share of energy companies with female chair or CEO, distributed by form of ownership

Share of women in the energy companies' board distributed by form of ownership



ECC-study – competence analysis 2007-2013

- The average age in the industry increased during this period of time from 43.9 years to 44.5 years.
- Among all employees in the industry they find the largest increase of numbers in the age interval 45-59
- The share of women (of all employees) has not increased – instead it remains at 23 per cent.
- The share of women aged 20-24 and 25-29 has decreased
- The share of female managers has increased with 4 points

The Agency's Research and Innovation

- Funding
 - Applications Project Manager – Share of women 25% 2017
 - Granted projects Project Manager– Share of women 24% 2017
 - Active PhDs and senior researchers funded by at least 20% by the Swedish Energy Agency – Share of women 25% 2017
- Two ongoing studies (finishing 2018)
 - Women in boards and measures for energy- and climate efficiency? Experiences from Norway and Sweden
 - Road to transition? Gender analysis of energy- and environmental politics 1971-1991

The work ahead to assess gender equality in the energy sector in Sweden

- Workshop arranged by the Ministry of the Environment and Energy (February 2018)
- The Swedish Energy Agency aim to have developed the indicators spring 2019
- A new ECC-study (summer 2019)

Thank you for your attention!

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