

Women in STEM as viewed by ANE



About ANE – the Association of Nordic Engineers



- Established in May 2007 as a partnership organisation between engineering associations in the Nordic Region.
- 3 founding organisations: IDA, NITO and Sveriges Ingenjörer. VFÍ member since 2018 and Finnish membership in 2020.
- Represents interests of 500.000 engineers.
- Decision body: ANE Board. Secretariat located in Copenhagen.
- Main objectives: 1) promote interests of Nordic engineers in international affairs, 2) make the crucial role of engineers in the society more visible and 3) raise awareness of the Nordic cross-organisational cooperation.
- Platform for 1) know-how sharing (learning from each other), 2) policy influencing both at Nordic and EU level (speaking one voice), 3) generating new knowledge (joint reports/projects).

NITO



Verkfraeðingafélag Íslands



Sveriges Ingenjörer



Gender equality in the world today

The Global Gender Gap

- No. 1: Iceland
- No. 2: Norway
- No. 3: Sweden
- No. 4: Finland
- No. 5: Nicaragua
- No. 6: Rwanda
- No. 7: New Zealand
- No. 8: Philippines
- No. 9: Ireland
- No. 10: Namibia
- **No. 13: Denmark**



Women in STEM – Nordic voice

SDG nr. 5 Gender Equality

Knowledge hub - learning from each other

Awareness raising and knowledge sharing



Still many challenges

We cannot secure economic growth if the STEM professions are only occupied by men.

Attracting
more girls to
STEM
education

Decrease the
drop out rate
of girls in
STEM
education

Ensure equal
pay for equal
job

Decrease the
% of women
leaving STEM
jobs

Lack of female
top managers

Challenges and responses in ANE affiliates



Attracting more
girls to STEM
education

8th of March celebrations

[Engineer the Future by the Danish society of Engineers](#)

Girls and technology project and Tenk Tech Camp by the Norwegian Association of Engineers and Technologists

Vera Roadshow by the Swedish Association of Graduate Engineers

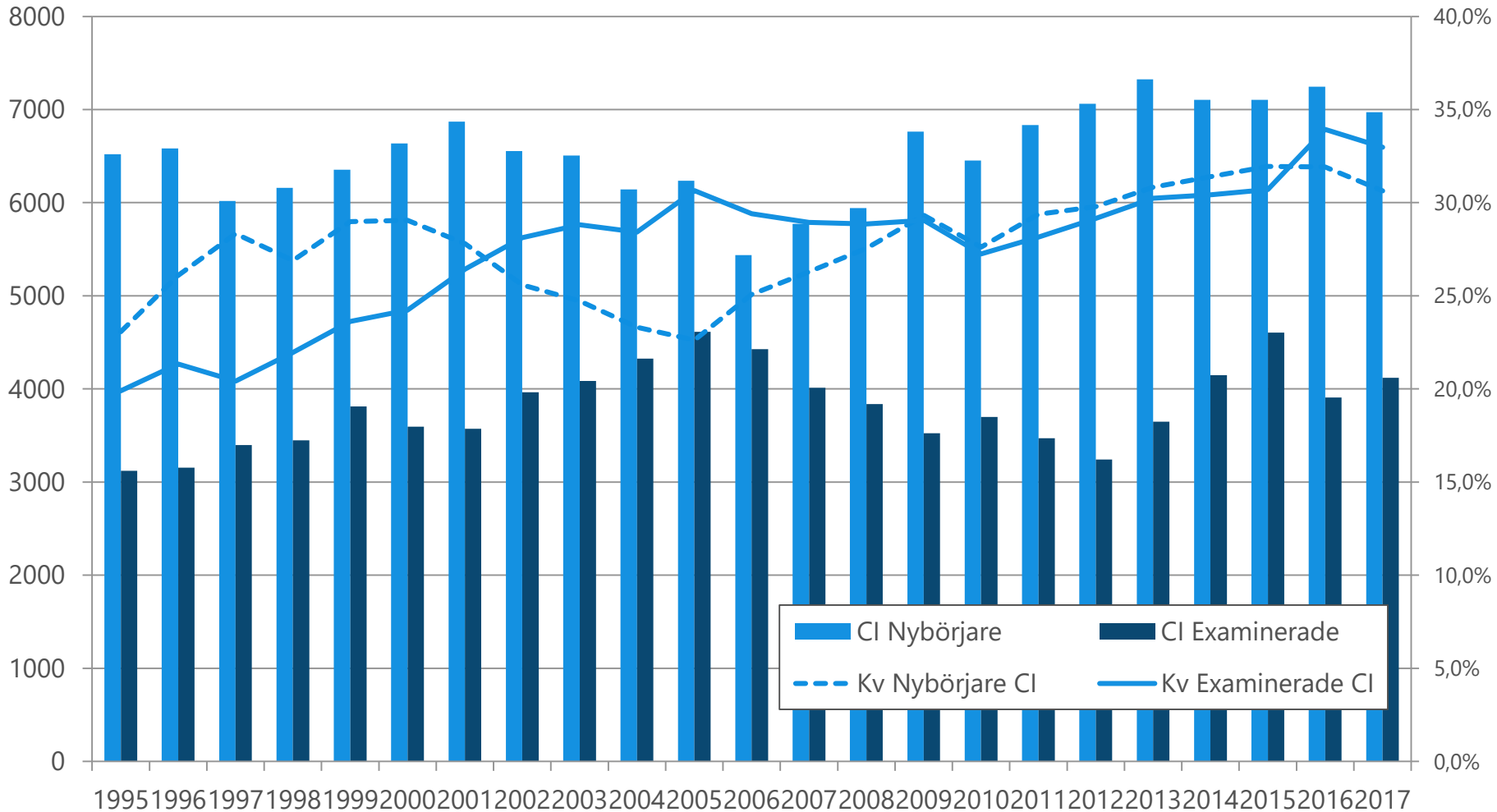


Engineering day by the Icelandic Association of Chartered Engineers

Shaking Up Tech event by the Finnish Academic Engineers and architects

Challenges and responses in ANE affiliates

Civilingenjörsutbildning - nybörjare och examinerade
Källa: UKÄ



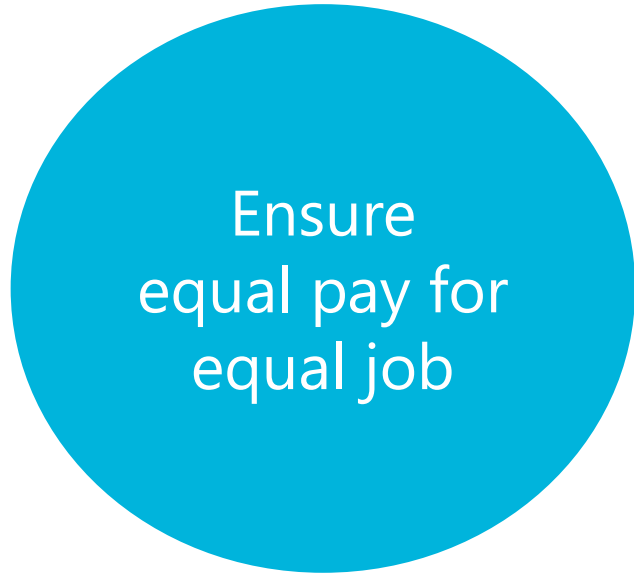
Decrease the drop out rate of girls in STEM education

Andelen examinerade:

Examen på programmet (CI) eller annan examen inom åtta år från programstart (nominell studietid + tre år):

Examen /Startår	Kvinnor		Män	
	CI	Annan	CI	Annan
98/99	66%	11%	61%	7%
08/09	62%	16%	47%	11%

Challenges and responses in ANE affiliates



Legal counselling

Equal pay campaign and conference by the Danish Society of Engineers

Training and courses

Legalised equal pay in Iceland

Median salary by position (TEK Labour Market Survey 2015)

Full-time employment, median salary (€/month)			
	Women	Men	"Weuro"*
Top Management	7520	8980	84 %
Management	6873	7435	92 %
Higher middle mgmt	5225	5520	95 %
Lower middle mgmt	4635	4770	97 %
Very demanding expert duties	5020	5300	95 %
Demanding expert duties	4165	4420	94 %
Expert duties	3681	3800	97 %
Other	3200	3583	89 %
All	4269	4840	88 %

Challenges and responses in ANE affiliates



Decrease the %
of women
leaving STEM
jobs

Agnes and Betty prize and Diversity in Tech and Science Conference by the Danish Society of Engineers

Women committee in the Icelandic Association of Chartered Engineers

Women's network by the Swedish Association of Graduate Engineers

Cooperation with the National recruitment Centre on attracting more women to STEM by the Norwegian Association of Engineers and Technologists

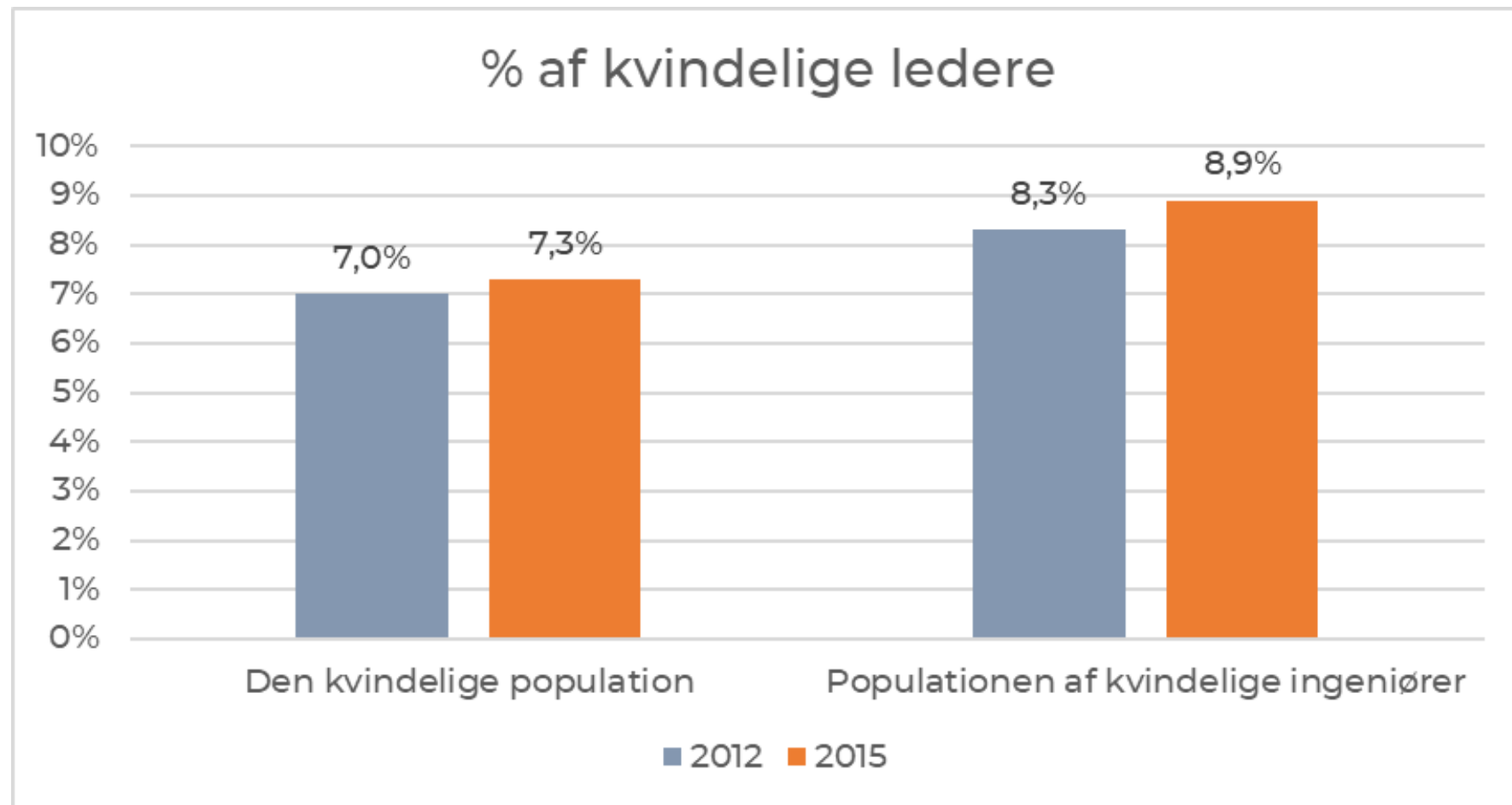


Challenges and responses in ANE affiliates

Lack of
female top
managers

Specific courses

**Network and events,
including initiatives
mentioned on the
previous slide**



THANK YOU!

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