



WOMEN IN MANAGEMENT POSITIONS

Norway

As part of our Women in Business report, we analysed data on 17 different countries and looked in detail at what developments have been seen for women in management within the last five years. Here you can find the country-specific, detailed findings.

1 How has the number of women in leadership positions changed?

The overview displays the percentage changes in male to female management ratios over recent years.

Development over the last five years

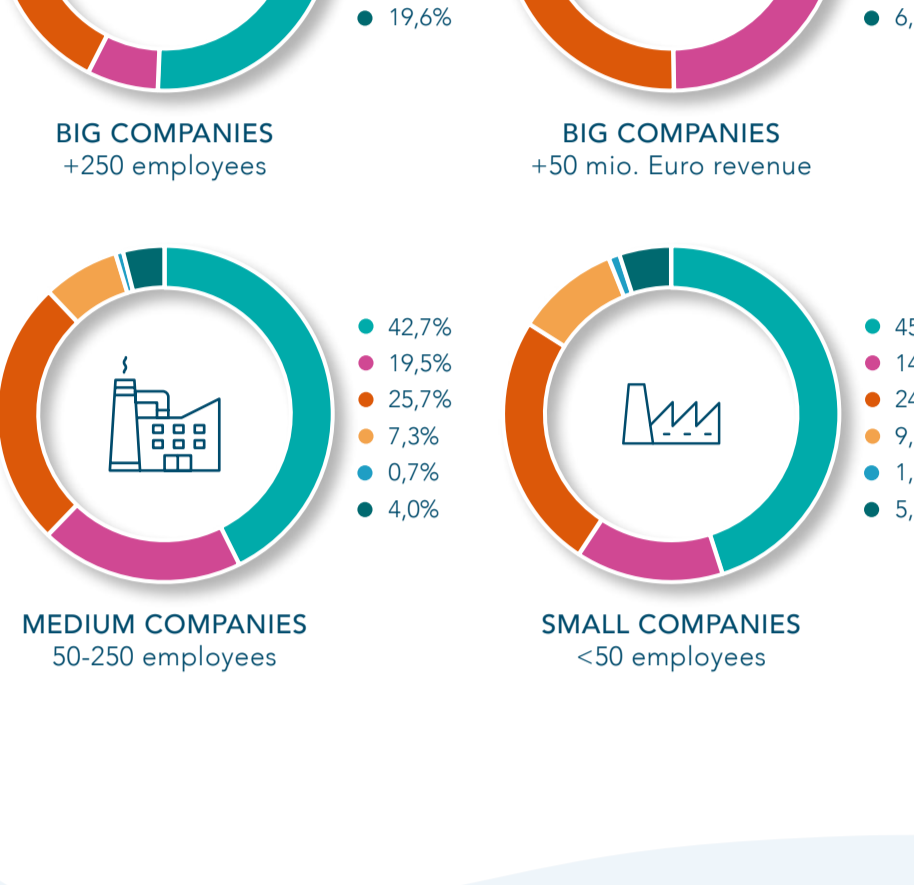


Overall, Norway has seen a 2,0% decrease in women in leadership positions across all distributions since 2018.

2 How does the distribution of female managers vary among companies of different sizes?

Distribution regarding company size in 2022

Quote: ● 0% ● 1-25% ● 26-50% ● 51-75% ● 76-99% ● 100%



87% vs. 13%
Predominant share of male vs. female management positions in 2022
In Norway, male-dominated management still significantly outweighs female-dominated management.

3 The top 10 industries of female-led companies

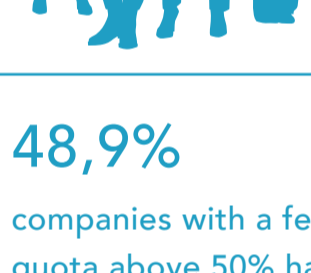


When we analyse companies with female leadership (where more than 50% of managers are women), we can identify the top industries in which these companies are most dominant. However, it's important to note that even within these top 10 sectors, male-led companies are still in the majority.

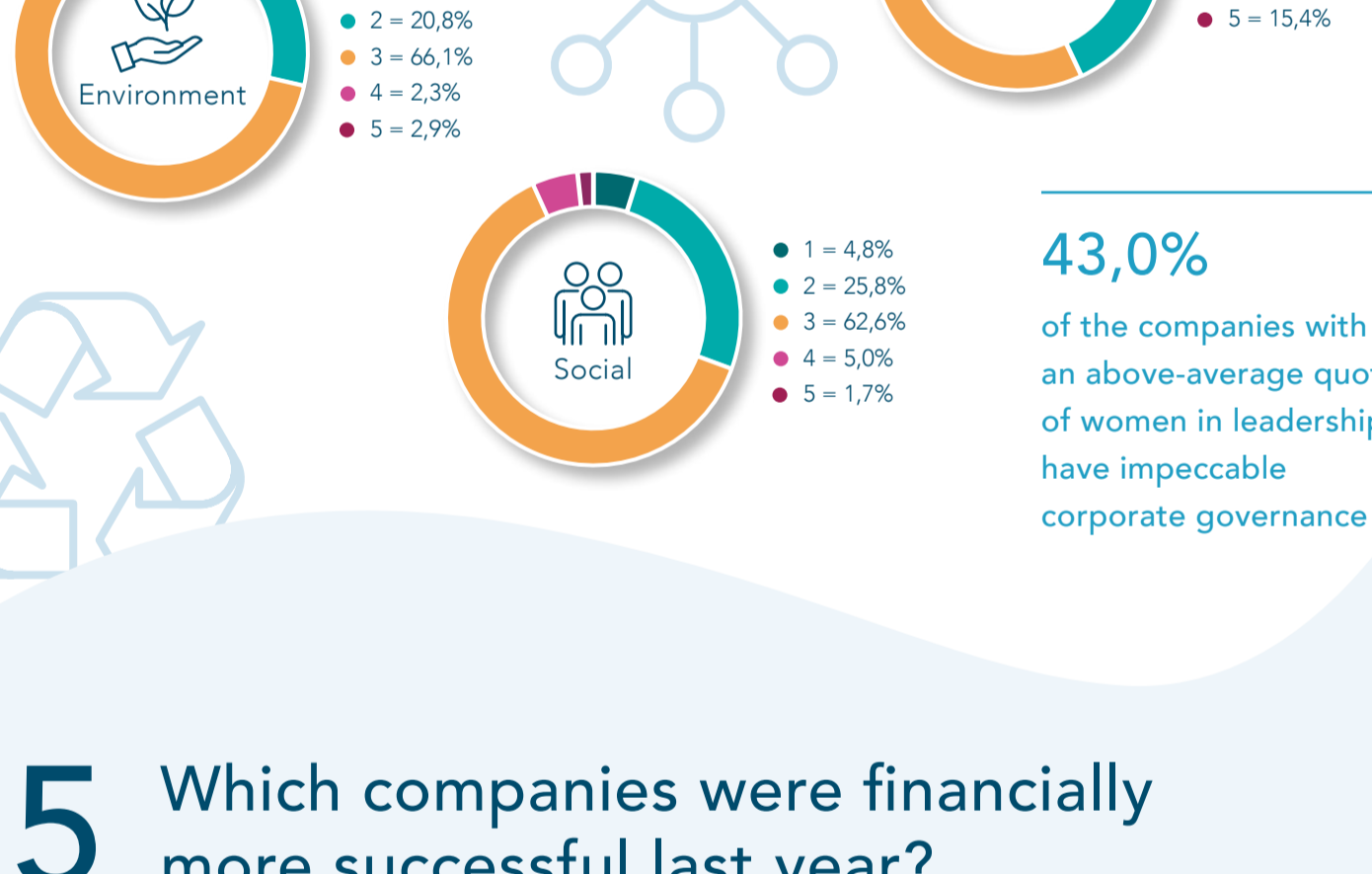
Just 1 in 5 management positions are held by women - even in the top industries with the highest female quotas



4 How companies with a majority of women in leadership perform in the ESG ranking



48,9% companies with a female quota above 50% have an above-average ESG score



43,0% of the companies with an above-average quota of women in leadership have impeccable corporate governance

5 Which companies were financially more successful last year?

In 2022, a lot of companies were struggling. But how have the companies performed?

The development of revenues in 2022 was analysed for companies with a majority of female managers in contrast to male-dominated management. The picture is balanced for the most part.



→ EQUALITY
In terms of turnover growth or decline, men and women are more or less equal.



A clear dominance is not discernible for 2022. Female-led businesses recorded a slightly lower revenue decrease, in contrast, they lag behind male-led companies with growth rates of over 15%.

6 Which companies have seen employee growth?

Companies with a female-dominated or male-dominated management were analysed, this time considering their employee base and whether it had grown during 2022.



1,8% more employee growth with a female-dominated management team
While female-led companies in Norway experience a slightly higher growth of employee numbers, male-led companies are performing better in terms of employee losses.

Methodology

Within the report „Women in Business 2022“, we have only analysed companies that show management positions within our database and therefore indicate a management level. For this reason, micro-businesses were excluded from the analysis.

The dataset for Norway includes 88105 companies that meet these criteria. In the further analyses, both the percentage of women within these management positions were analysed over the period from 2018 to 2022 inclusive, as well as various aspects with regard to whether management is majority female (proportion of 51-100%) or majority male (proportion 0-50%).

