



My journey into Electrical Power Engineering

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Statnett

How it started

- Fascinated by technology and how things worked
- Interested in repairing things myself
- Creative, innovative*
- Determined to be a professor at age 3
- Different interests than 'typical' girls



Barriers and motivators when growing up



- Already at early age I was socially frozen out by **girls**, because of technical and mathematical interests and skills, this continued up to now
- Not only me, but also my mother and my sister, experienced difficulties sine other women didn't agree with my choices and interest. However not my father



- My mother has been my largest motivator, she inspired to:
 - be different
 - believe in myself
 - get a good education within something that you like!
 - follow your dreams

Barriers and motivators @Universities



- Only male teachers – some positive, but not all
- One of the lectures a teacher said that women were there just to find promising engineers they could marry
- Situation in 1988 - 4 girls between 250 guys
- Often first and the only girl

- Glad to have female students!
- Students and teachers who believe in you as a person
- Excursions to companies
- Interesting and relevant courses
- Practical experience

Which working environment would you prefer?



The 'typical' modern company

The future is electric



The 'typical' university – back to the 50's feeling

Barrier and motivators @Conferences

- Been to many conferences
 - The ones I didn't get invitations to share bed with some guy 50+, I probably can count on one hand...
 - The ones with more than 10% women I can probably count on one hand too...
- Message from exhibitors is unclear and this makes it more difficult for women at male dominated conferences



- Awards – best prize paper award
- Interesting topics
- Many nice and interesting people

Barrier and motivators @Work

- Always first and alone
 - Denied carrier and jobs because of being a women
 - International possibilities
 - Interesting work
 - Special programs for young people
 - Nice colleagues
- Made a cultural environment change in 2000



Now

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- Just for being me...(I hope)...
- With many female engineers
- Barriers – none
- Motivators - many

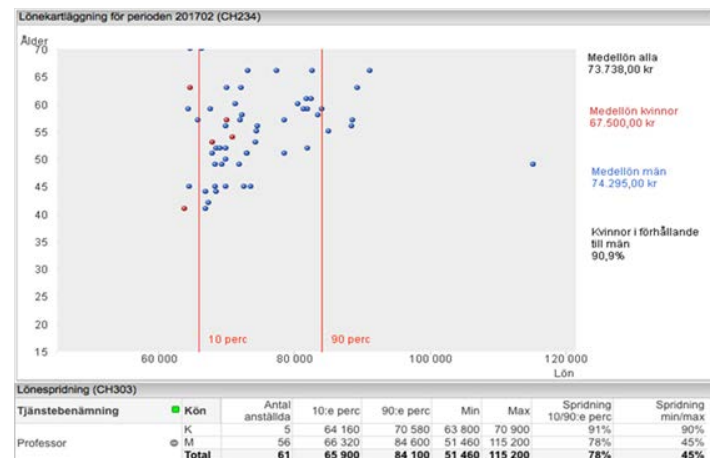


Norges miljø- og
biovitenskapelige
universitet

- Tried to recruit me for two years
- I said yes, when they got a special scholarship for female professor in technical area to be role model for young women

Situation at Swedish Universities – inside information

- Salary for female professors is significant lower
- Not difficult to find qualified women, but there is a (male) bias that women are not suited for technology and there is an impression that women get systematically discriminated
- Luckily there are men that are willing to fight for us, maybe more than we know/realise



Situation for women in Sweden

- #tekniskfel - <https://www.dn.se/ekonomi/kvinnor-i-teknikbranschen-samlas-under-teknisktfel/>
- <https://www.dn.se/ekonomi/inifran-teknikvarlden-sexism-tafsande-och-valdtaktssang/>

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1.139 kvinnor har skrivit på uppropet #tekniskfel, mot sexuella trakasserier inom teknikbranschen.

En av dem är civilingenjören Johanna Mannung, som berättar om våldtäktssånger på KTH, tafsningar och porr på jobbet och hur kvinnor undermineras.

- Jag har haft manliga kollegor som ingående argumenterat om hur mäns hjärnor är bättre lämpade för teknik.

Changes in culture are necessary

- Private social culture
 - Marketing of technical professions
 - More gender neutral commercials
 - Less stereotype building
 - More STEM at schools (under 12 y)
- University culture
 - More focus on SHE and HR
 - More focus on esthetics
 - More women as professors and role models
- Conference culture
 - Active even distribution of men and women
 - No 'sexy' women for advertising
 - Gender neutral entertainment



Important elements to improve

- The three culture aspects (social, school, conference, work)
- Salary
- Marketing of engineering
 - Electro technical engineering doesn't have an appealing image
- Work-life balance
 - Conditions for women to work and to have a balanced life
- Parents
 - They are key motivators
- Better and more active distribution of women and men on conferences and in teaching environment
- See to that universities have an attractive appearance and use modern technology and have an active HR and SHE focus
- Zero tolerance for sexual harrassment