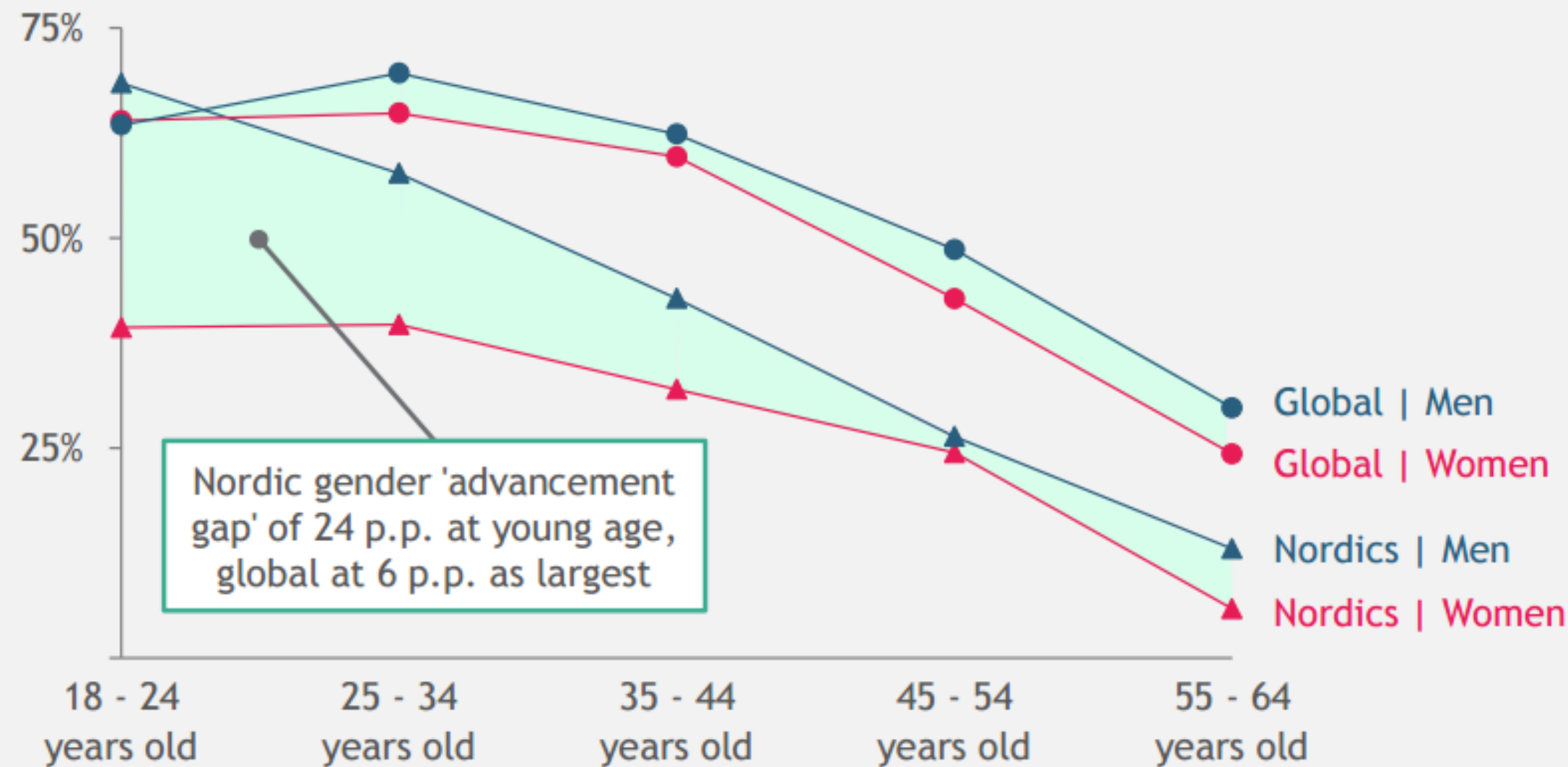


# Young Nordic women actively seek promotions less than men and gender gap is significantly higher in the Nordics than globally

Challenge materializes in early careers, where gender gap on seeking career advancement is ~30% in the Nordics vs ~5% globally



Source: BCG Survey

Several factors affecting share of employees actively seeking career advancement

Companies with an **inclusive culture**, where employees report feeling valued & respected, have 34% higher share of employees seeking career advancement

+34%

Companies with **diverse senior leadership**

+29%

Companies offering **gender diversity programs**

+36%

15