The following section will analyse the current situation at Scania, which aspects will need improved and how such improvements could be implemented.

The current situation regarding diversity and equality at Scania is subpar to say the least. As of 2016 only 20% of employees, 8% of board members and 3% senior executives are women[källa]. This is clearly far from any acceptable gender distribution. To their merit\*, Scania has undertaken a series of projects to boost the number of female applicants. Most notably they have participated quite extensively in the nationwide project “Female Leader Engineer” which aims to create elevate female engineer, raise awareness regarding gender issues as well as challenge normative perceptions and structures within the engineering profession [källa FLE]. As of 2015 they have also started to host an annual “Introduce a girl to engineering day”, which is an initiative where around 50 young female aspiring engineers are invite to see what the engineering profession actually involves [IGE day].

While well intentioned, the measures which Scania has undertaken in order to tackle their diversity, are woefully inadequate. It is apparent from the current statistics that significant advancement must be made in order for Scania to achieve proper diversity. Firstly, the diversification process must no longer be specific events or awards, but instead a continuous process which spans throughout the year and partially defines Scandia’s culture. Secondly, the diversification process must no longer involve only those in particular project groups, but instead the entire organization. It must be an effort which encompasses all levels of authority from the mailroom to the boardroom. Thirdly, it is apparent from the current diversity efforts that Scandia’s notion of diversity is centred around gender inequalities. It is important that they broaden their perspective to include

<http://www.folksam.se/media/jamstalldhetsindex2010_tcm5-19591.pdf>

<http://femaleleaderengineer.se/>

https://www.scania.com/group/en/inspiring-tomorrows-women-engineers/