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 factors such as ethnicity, sexuality, religion, handicap, etc. If they fail to do so their diversity will only include white, middle class men and women. Fourthly, Scania will have to investigate whether or not some of their current diversity projects are not misguided and perhaps even potentially harmful. In Scandia’s efforts to elevate women, partially for the sake of being women, how does that affect the credibility of their merits? It is conceivable that this could undermine the achievements of women in large and thereby create unnecessary tension and mistrusts between different diversity groups. The current approach to viewing equality efforts at Scania seem to be that women should be elevated and receive extra training in order to fit the mold of what is currently perceived as a proper worker. In modern literature within field of diversity management, this approach is referred to as “Equip the woman” [Insight 01]. There seems to be general consensus regarding the short-term effectiveness of such programs but that they have little to no impact in the long-term. The criticism of the “Equip the woman” approach is that while it helps a few women reach positions of power, it leaves the structures which expects women to behave in a certain way unchanged [insight 01]. Perhaps Scania and the industry as a whole, need to stop trying changing women and start looking at their own underlying systemic factors which render them inherently gendered.

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

<http://femaleleaderengineer.se/>

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