Gender Gap Analysis 2022 vs 2023

Overall Gender Balance

Gender Balance	2022	2023
Female	31%	33%
Male	69%	67%
Other Identities	0%	0%

Gender Balance Career Levels

Level	Female 2022	Female 2023	Male 2022	Male 2023
Junior	50%	67%	50%	33%
Medior	30%	30%	70%	70%
Senior	33%	37%	67%	63%
C-Level	17%	17%	83%	83%

Gender Balance per Country

Level	Female 2022	Female 2023	Male 2022	Male 2023
Group (CPH)	36%	35%	64%	65%
Denmark	39%	33%	71%	67%
Sweden	33%	43%	67%	57%
Finland	30%	27%	70%	73%
Norway	50%	67%	50%	33%
The Netherlands	0%	0%	100%	100%
Germany	0%	29%	100%	71%
Poland	0%	0%	100%	100%

Nationalities | 2022: 15 | 2023: 19

Languages | 2022: 15 | 2023: 20