

Workforce Gender Statement

Our Diversity and Inclusion Mission for BCG in Norway



Actual state of gender representation

At BCG Norway (The Boston Consulting Group Nordic AB in Norway), our employees hold diverse roles, responsibilities, and levels of seniority. We believe that a wide range of experiences and perspectives strengthens our organization and contributes to the overall quality of our work. Our goal is to continue building a professional environment that supports all employees in developing and succeeding at BCG, from entry level associates and business operations staff to senior partners.

1.1 Total gender balance in BCG Norway

	Women	Men	Total
Total employees	43%	57%	100%

One of our key priorities is to foster a supportive and inclusive workplace where all employees can thrive. We work continuously to ensure that all individuals have equal opportunities in recruitment, career development, and representation across all levels. We are encouraged by our progress and excited about what the future holds as we enhance opportunities, the BCG experience, and work-life integration for all BCGers.

1.2 Temporary employees

	Women	Men	Total
Temp employees	1,5%	0,4%	1,9%

In Norway, the average share of employees in temporary positions is very low (1,9%).

1.3 Parental leave

	Women	Men	Total
Avg. number of weeks	27	8,8	13,33

In BCG Norway, the average number of weeks individuals were on parental leave in 2024 is 13.33. In 2024 men took an average of 8.8 weeks and women took an average of 27 weeks. Note: The average number of weeks refers only to parental leave taken during the 2024 calendar year. For employees whose leave began before or extended beyond 2024, only the weeks falling within 2024 are included in the data. As such, the figures may not reflect the full duration of individual leave periods.

For further questions regarding this report, please find our contact details [here](#).