



**CAREL**

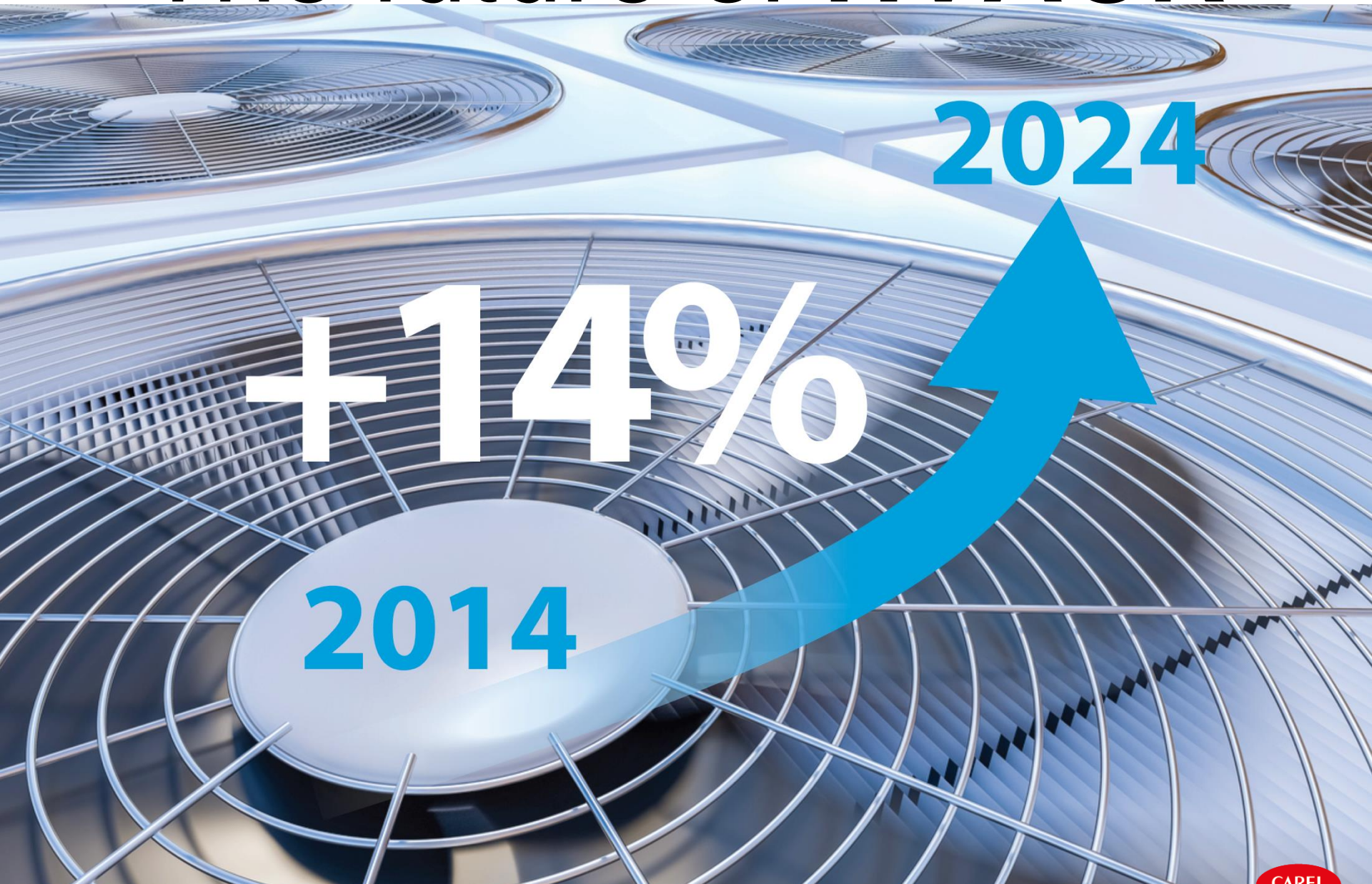
# The need of a skilled workforce and the role of gender diversity



**VOTES FOR WOMEN**  
**MEETING**  
to demand the Enfranchisement  
of Women, and to protest against  
the exclusion of Women from a  
share in Law-Making  
**ESSEX HALL, ESSEX ST. STRAND**  
**ON MONDAY, NOV. 25**  
**MRS. DESPARD**  
**MISS IRENE MILLER**  
**MRS. EDITH HOW MARTYN**  
**MISS NEILANS**

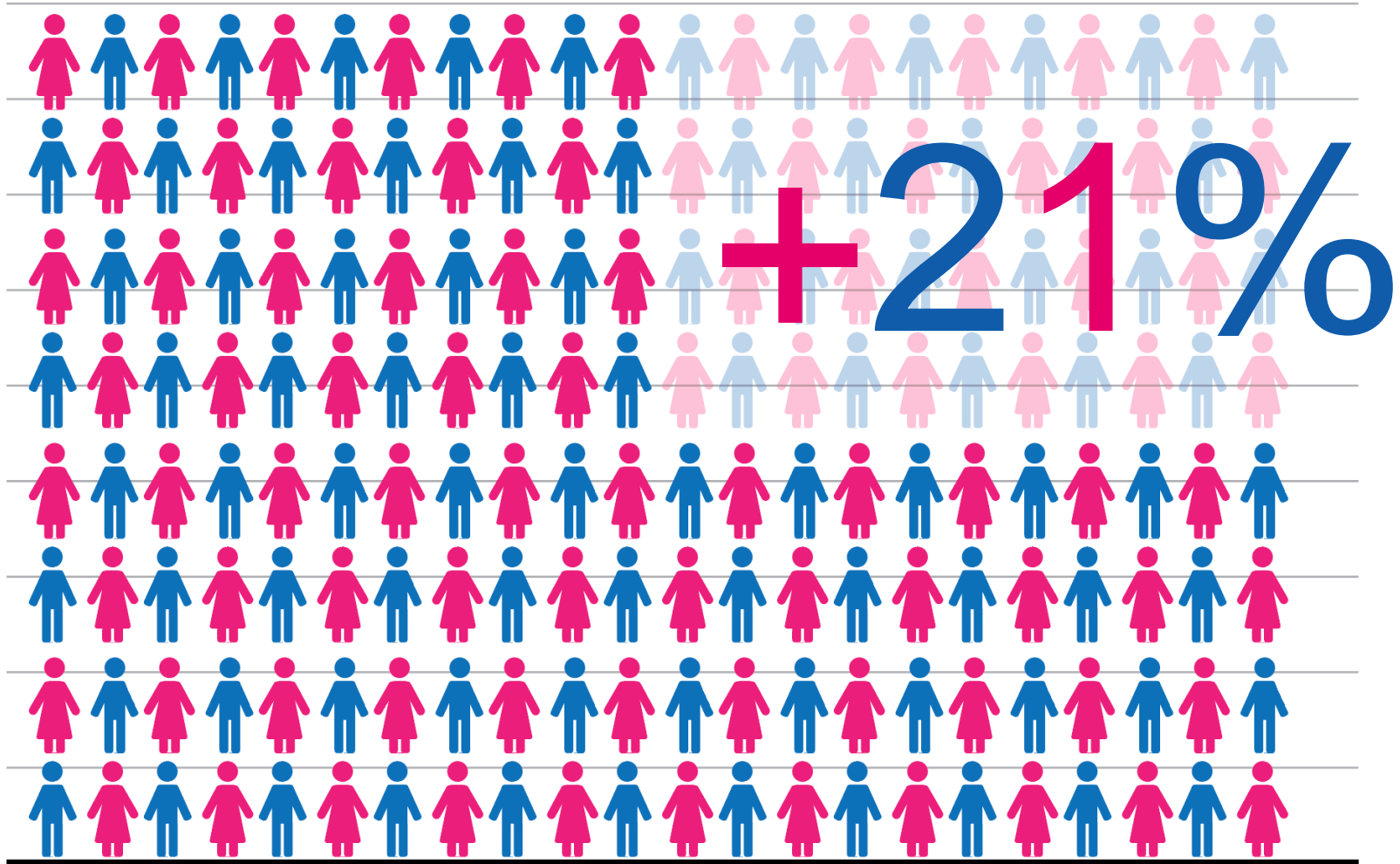
Paola De Troia  
12 June 2019

# The future of HVACR

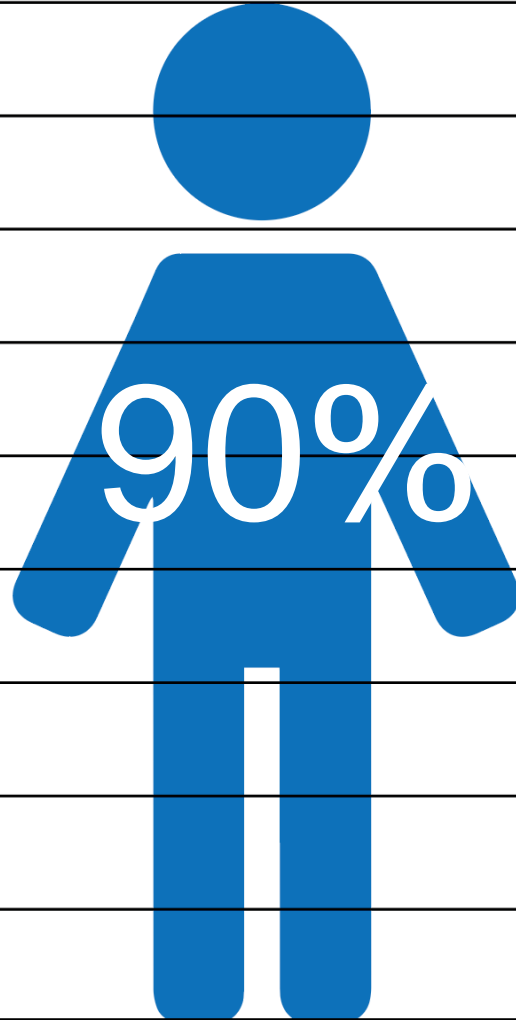




# The need of more **TECHNICIANS**



# Men VS Women



# STEM

- **50%** in natural science, maths and stats
- **32%** in renewable energy
- **24%** in engineering
- **22%** in oil and gas industry
- **19%** in ICT



INCLUSION

"Tapping the reservoir of  
**UNDERUTILIZED**  
**SKILLS** among women  
will become a key priority  
in the **TALENT WAR**"

*Women Matter,*  
McKinsey Global Institute 2017





UNDERREPRESENTED



# WHY?

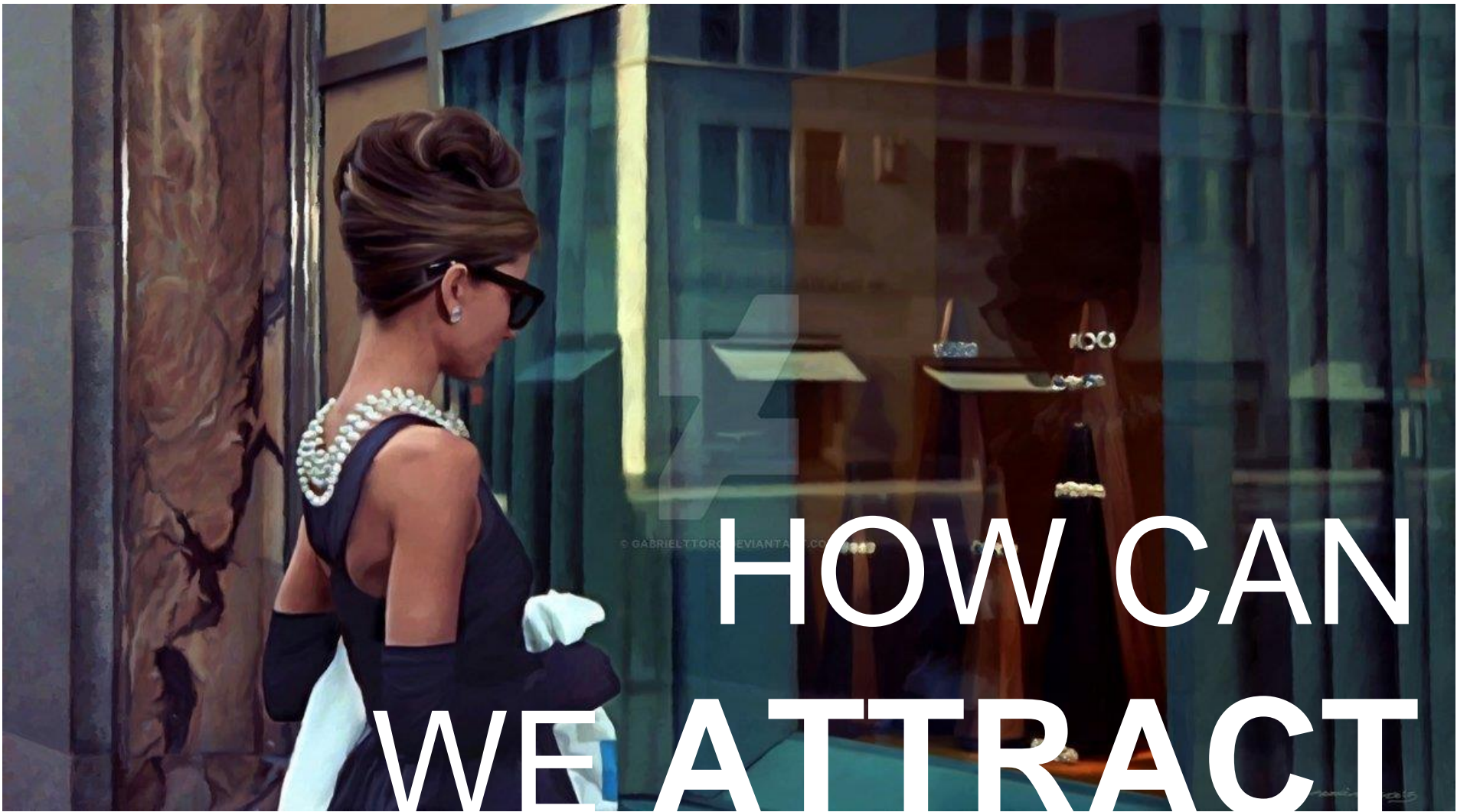
# CULTURAL and SOCIAL factors

- Perception of gender roles
- Double burden syndrome
- Lack of career information

# gender **IMBALANCES**

- Scarcity of female models
- Hiring practices
- Workplace policies and regulations





# HOW CAN WE ATTRACT WOMEN?

# create a new **MINDSET**

- Awareness for all
- Commitment
- Holistic transformation programs

# CONCRETE steps

- Access to education and trainings
- Female mentoring
- Work environment





till NOW



A high-angle, top-down photograph of a group of people sitting in a circle on a green lawn. Their hands and feet are pressed together in the center of the circle, creating a communal gesture. The people are mostly young adults, and some are wearing colorful wristbands. The text "WIN WIN" is superimposed in the center of the image.

**WIN WIN**

# IN RETURN

- Better profitability performance
- Solutions that mirror society
- Improved quality of decision making
- Different perspectives and innovative ideas
- Expanding the pool of talent sources and win the war for talent



