

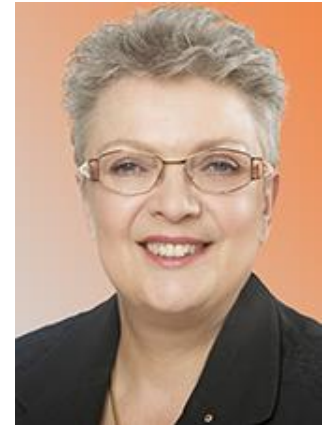
# Women in the Lift Industry in Europe



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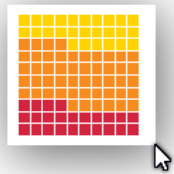
# Personal Data

- Born 1958, married, no children
- Diploma in Mechanical Engineering, Ruhr-Univ. Bochum
- Accreditation as Chartered Engineer, Member of the Energy Institute, London/UK
- Energy consultant in Switzerland and Italy
- VDI Association of German Engineers Duesseldorf/GER
  - Scientific collaborator VDI-Society for Energy Technologies
  - Secretary VDI-Society for Building Services
  - Head VDI-Department Guidelines (additionally)
- Director General IHK Chamber of Commerce Luebeck/GER
- Managing Director VFA Association for Lift Technology, Hamburg/GER
- Coach und Consultant
  - Coaching-OnLine, Duesseldorf/GER
  - ProEconomy, Luebeck/GER
- VDI-fib board member, VDI-delegate DF + LFR SH

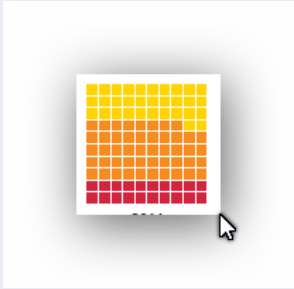
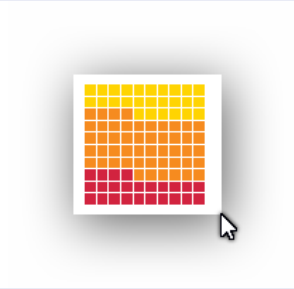


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Orange - medium  
Red - low

	Females	Males
ons	62 %	75 %
in %		
<b>MINT studies</b>	14 % (USA: 16 % Eng.+techn. jobs) (UK 9 % eng., 6 % registered = lowest in Europe)	39 %
<b>Architecture and building industry</b>	Ca. 37 %	
<b>Mechanics</b>	Ca. 5 % (Germany)	
<b>Doctors</b>	Ca. 48 % Germany	
<b>Doctor's assistants</b>	Over 99 % (Germany)	
<b>Nurses</b>	Ca. 86 % (Germany)	
<b>Management</b>	Ca. 34 %	Ca. 67 %
<b>Secretaries</b>	Ca. 71 % (Germany)	
<b>Part-time jobs</b>	32 %	9 %
<b>Due to family duties</b>	46 %	
<b>Number of working years</b>	31,6	37,3
<b>Gender pay gap</b>	Minus 16 %	
<b>EU Parliament</b>	35 % (2009)	

# Working women and men in the EU-27

# And in Great Britain?

- 1811 patent for Sarah Guppy for a method of making safe piling for bridges
- May be 12 females in the lift industry in the UK?
- Females in C/WIBSE + at this symposium ???
- [www.atkingsglobal.com](http://www.atkingsglobal.com) study „Britain’s got talented female engineers“
- [www.WES.org.uk](http://www.WES.org.uk) Women’s Engineering Society
- [www.telegraph.co.uk](http://www.telegraph.co.uk) „The Top 50 women in Engineering“
- [www.POWERfulWomen.org.uk](http://www.POWERfulWomen.org.uk) initiative in Energy Technology



Dr. Gina Barney/UK

# Norwegian Statements

- Svein H. Kjærnet  
HLF Heisleverandørenes landsforening  
(National Norwegian Lift Association):  
“The Norwegian elevator industry is a man dominated business. It is about 1,3 % women among the educated installers.”
- HR manager Marit Aune KONE :  
“We do not treat women differently. Both genders are to be treated the same.”
- Sunniva Utvik + Sofie Berntsen KONE  
2 of 4 of 200 male fitters:  
“We recommend elevator fitter as a very good job opportunity – also for females.”



Sunnive Utvik +  
Sofie Berntsen/N

Country	Association	Active Persons	Thereoff Females
Germany	VDMA Fachverband Aufzüge und Fahrtreppen	9 honorary ? staff	0 women 1 woman
	VFA	8 honorary 5 staff	1 woman 4 women
	VMA	4 honorary	2 women
Italy	ANACAM	13 honorary	2 women ?
	AssoAscensori	13 honorary 3 staff	0 women 1 women
	Confartigianato Ascensoristi	4 honorary	1 woman
Poland	PALM	2 staff	1 woman
	SPBD	3 honorary ?	0 women
Portugal	ANIEER	9 honorary	0 women
Spain	FEPYMA	2 honorary	0 woman
		1 staff ?	0 woman ?
Sweden	Swedish Ass. of Lifts & Escalators	8 honorary	1 woman
Switzerland	VSA	6 honorary	0 women
		1 staff	1 woman
The Netherlands	VLR	2 staff	1 woman
Turkey	AYSAD	7 honorary	0 woman
<b>In total</b>		<b>101 persons</b>	<b>16 women = 16 %</b>

Snapshot from the websites of ELA + EFESME

# Prejudices of females

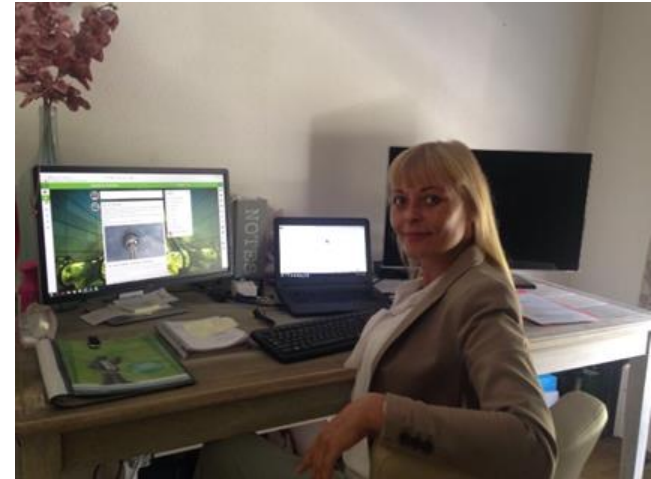
- No need to study physics at school
- Interest in problem solving + fixing
- I don't know any engineers
- Engineering is not fixing engines
- Engineering is not too difficult
- Engineering does not require physical strength





# Difficulties to overcome for females

- School + university
- Family + friends
- Sceptical customers + bosses, colleagues, employees
- Being a rival
- Being the 1st female „funny” or nervous reactions“
- Being the only female
- Being a role model
- Proving yourself the 1st time
- Gaining respect and winning confidence
- Having a husband/friend + children
- Feeling guilty



Brenda Borgman/NL

# Advantages to use for females

- Being watched
- Being welcome
- Lapses are overlooked
- Smile
- Being womanly



# What to expect from more females?

- Change of behaviour and wording in teams
- Different communication style
- Different management style
- Soft values
  - ➔ Higher motivation
  - ➔ 15 % better performance from mixed teams
- Different perspectives + solutions
  - ➔ More innovation
- Generally more staff full or part time



Annick Martin/Benelux

# What to do for more females?

- Giving women a safe environment and a chance for exchange of experience during education and work
- Male support of women e.g. a mentor or inspirational teacher
- As fathers contribute your 50 % to child care
- Deduct nannies' salaries from tax
- Take women back during or after child birth
- Offer flexible working hours and a crèche
- Full day school
- Use the female form in language!
- Pay them equally!
- Set up a diversity committee!
- Install a quota!
- Make diversity the job of the CEO and the Association!



Anja Blain/D

# Thank you!

- For listening
- For having me here
- To the Elevator World
- To all female and male interview partners

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