



Women's Participation in the Refrigeration and Air-conditioning (RAC) Sector



The workforce in the RAC sector is diverse; however, **women are visibly and severely underrepresented**, with an average of 10-20% in the engineering field worldwide. UNEP (2021).

Women representation in engineering globally



TOP FIVE challenges women face in their workday

01

Difficulties in managing a healthy work-life balance



02

Lack of career advancement opportunities



03

Stereotypes of prejudice about women from client or customers



04

No other female colleagues in their organisation



05

Limited training opportunities to further develop their skills

