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## What Can We Learn from Similar Male Dominated Industries?

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Thomas Thor Associates is an Executive Recruitment company solely dedicated to the Nuclear industry. We have been involved with WiN UK in 2014-2015 to help them develop their own organisation, this research was part of our partnership.

The main purpose of this paper is to provide a clear picture of the techniques that are used by organisations similar to WiN, and business in other industries that are similar to Nuclear, to attract more women to pursue a career in a particular industry, and to support retention and career progression of women in these industries. This paper has taken a look at all industries that require technical and engineering staff, after which the Mining, Oil & Gas, Petro-chemicals, Rail, Renewable Energy, Technology and Construction industries were found to show most similarities with Nuclear, in terms of the technical staff required and their structure on gender diversity. From here, case studies of industry organisations and professional business have been prepared in order to inform WiN of best practice in these industries and provide a benchmark for future WiN operations. Finally, the report results into giving recommendations on projects WiN could add to their current approach to achieve their objectives. The recommendations are based on the results from the case studies, focusing on attracting, recruiting, retaining and developing female professionals. In summary, the recommendations are to: highlight potential career paths for women in Nuclear, educate women on Nuclear, support the development of women and to help companies to increase their bottom line by getting WiN certified.

### Country or International Organization

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