

**WOMEN IN
LIGHTING**



**THE GLOBAL
GATHERING**

— 2023 —

WHAT IS THE WOMEN IN LIGHTING PROJECT?

The WIL project began on International Women's Day in 2019. It is a global project that features an inspirational, digital platform at its heart that celebrates and raises the profile of women working with the medium of light in all its forms. The project exists to elevate women working in lighting to help support and inspire the next generation with the long term objective to encourage and improve diversity in all areas of the lighting industry.

WIL has used social activism to highlight and challenge unconscious bias in the industry via a strong social media presence that has built a large following. The project is also supported by individual female ambassadors in seventy nine different countries.

Women in Lighting has quickly evolved to form an international, connected community that shares information, support and knowledge within its network. Alongside the website resource, WIL hosts hundred of local events, it's own international conference, awards programs and many more initiatives.

WHAT IS THE GLOBAL GATHERING?

During covid, WIL created a one-day virtual event for International Women's Day, the Global Gathering, starting at 6:00 am in the UK that ran through to 7:00 pm to encourage participation from people in all time zones. Throughout the day, the event shifted focus from Asia Pacific to Europe, the Middle East, Africa, and the Americas. The event ran alongside a social networking feature where attendees could connect with other members of the community using a random matching software. The Global Gathering ran again in 2022.

In 2023, instead of connecting the community together in this way, the project decided to undertake a "Global Gathering" of data instead. WIL launched a survey aiming to examine the lighting profession in the context of the theme of International Women's Day 2023; Embracing Equity. The aim was to gather a comprehensive impression of the lighting industry **both in terms of where it was thriving and where it needed to improve in the area of Gender Equity**. The hope was that the results would provide a valuable contribution to the profession as a whole or at least create a line in the sand for future evaluation and thought.

WIL called upon its community and supporters to assist in creating a global gathering of information by completing a survey, aiming to investigate and therefore ultimately embrace equity in regard to working practice in all aspects of the lighting industry. The survey was open to and welcoming inputs and information from all genders.

WHAT IS GENDER EQUITY?

Gender Equity refers to the principle of fairness and justice in the treatment and opportunities available to people of all genders, ensuring that no individual is disadvantaged or discriminated against based on their gender identity or expression. Thus it seeks to level the playing field and dismantle systemic biases that have historically favoured one gender over another.

Gender equity acknowledges that different genders may face unique challenges and strives to address them through policies, practices, and attitudes that promote inclusivity and equal access to resources, education, employment, healthcare and other opportunities.

Achieving true equality requires recognising and valuing the diversity of experiences and contributions of individuals across the gender spectrum. Gender equity is crucial for creating a more just and inclusive society, where everyone has the chance to reach their full potential, free from the constraints of gender-based discrimination or stereotypes. By fostering a more equitable world, we not only promote individual well-being but also enrich our communities and societies as a whole.

WHY DO WE NEED GENDER EQUITY IN THE LIGHTING INDUSTRY?

Gender equity in the lighting industry is crucial for a variety of reasons.

Firstly, it fosters diversity of thought and perspective. When there is a balanced representation of genders in the industry, it brings different viewpoints to the table. This diversity of thought often leads to more innovative and creative solutions.

Secondly, it helps to break down stereotypes and biases associated with certain industries. By actively promoting gender equity, we challenge the notion that certain fields are exclusive to one gender. This encourages more women to pursue careers in STEM (science, technology, engineering and maths) fields, ultimately leading to a more balanced workforce.

It is also essential that the lighting industry takes into account the needs and preferences of all users. Having a gender balanced team involved in the development process ensures that products and designs are created with a holistic understanding of diverse user requirements.

Additionally, promoting gender equity leads to a more inclusive work environment. When women are provided with equal opportunities and support, it creates a culture of respect and mutual understanding. It has been demonstrated that this contributes to increased job satisfaction, improved teamwork and ultimately, higher productivity.

WHAT IS THE POINT OF GATHERING DATA?

Data is the lifeblood of informed decision-making and progress in any field. It provides objective, measurable insights into various aspects of society, economy and environments. Data allows us to understand trends, identify patterns, and uncover hidden correlations that might otherwise go unnoticed.

It also serves as a benchmark against which progress can be assessed. When used effectively, data empowers individuals, organisations and governments to make evidence-based choices that lead to more efficient resource allocation, targeted interventions and improved outcomes.

Additionally, data is a powerful tool for advocacy and awareness-raising, providing tangible evidence to support arguments for reform. It wields the potential to ignite meaningful change by providing us with the knowledge and evidence needed to address pressing issues and drive progress in our communities and beyond.

WHAT DID THE GLOBAL GATHERING SURVEY CONTAIN?

Despite originating from Women In Lighting, the survey was designed for everyone and the hope was that all genders would participate.

Everything in the expansive survey was anonymous and all questions were optional. We suggested that if participants felt that answering a particular question acted as an identifier or made them uncomfortable that they should move on to the next question. The results are shared as aggregated data only.

Many of the questions came from women and men around the world and we thank everyone that responded with suggestions of what to include. Special thanks to the WIL ambassadors and the partners of the project who contributed greatly to its content.

Some questions may have seemed irrelevant but we wanted to cross reference many different things. For example, job fulfilment, digital equity and well-being can all be cross referenced through the lens of gender equity. The survey took around twenty minutes to complete and covered a multitude of topics.

WHAT DID THE GLOBAL GATHERING SURVEY FIND?

Almost 800 people completed the survey from 73 countries.

The majority of people completing the form were women (69.1%), probably because the survey originated from the WIL project. So despite our attempt at inclusive messaging, we didn't quite nail getting an equal amount of men to contribute.

We learnt that we are not questionnaire experts (not that we were in any doubt!) and despite the majority of participants making no comment on the surveys content, a section of people felt the questions weren't relevant to them. In particular, people who were self employed or in entertainment felt that the survey wasn't applicable in all instances. There was also a handful of people who felt the questions were leading in some way. We appreciate all the comments as it will allow us to improve should we undertake something like this again.

We are not data experts either so the pages that follow are not formally analysed. They just present the data as given and are therefore available for those interested to interpret as useful.

There are some extremely interesting data slices - some are very positive. For example, it's great to hear of all the positive policies that many companies have in place. Some are very negative - there is a high percentage of people reporting on sexism in the workplace.

WHAT DID THE GLOBAL GATHERING SURVEY FIND?

We have tried to intersect some of the data that we found particularly interesting. If there is something you would like to know that we have missed, or is of special interest to you, please contact us and we will happily share that particular slice of information. We are happy to share data (in specific slices and totally anonymised) for you to perform your own analyses. Please look through the report, see if there is anything that interests you or that you would like to review further and let us know.

In the section where we asked if participants had anything else they wanted to tell us, it was overwhelmingly positive and we thank you all, both for undertaking the survey and for supporting the project.

CONCLUSION

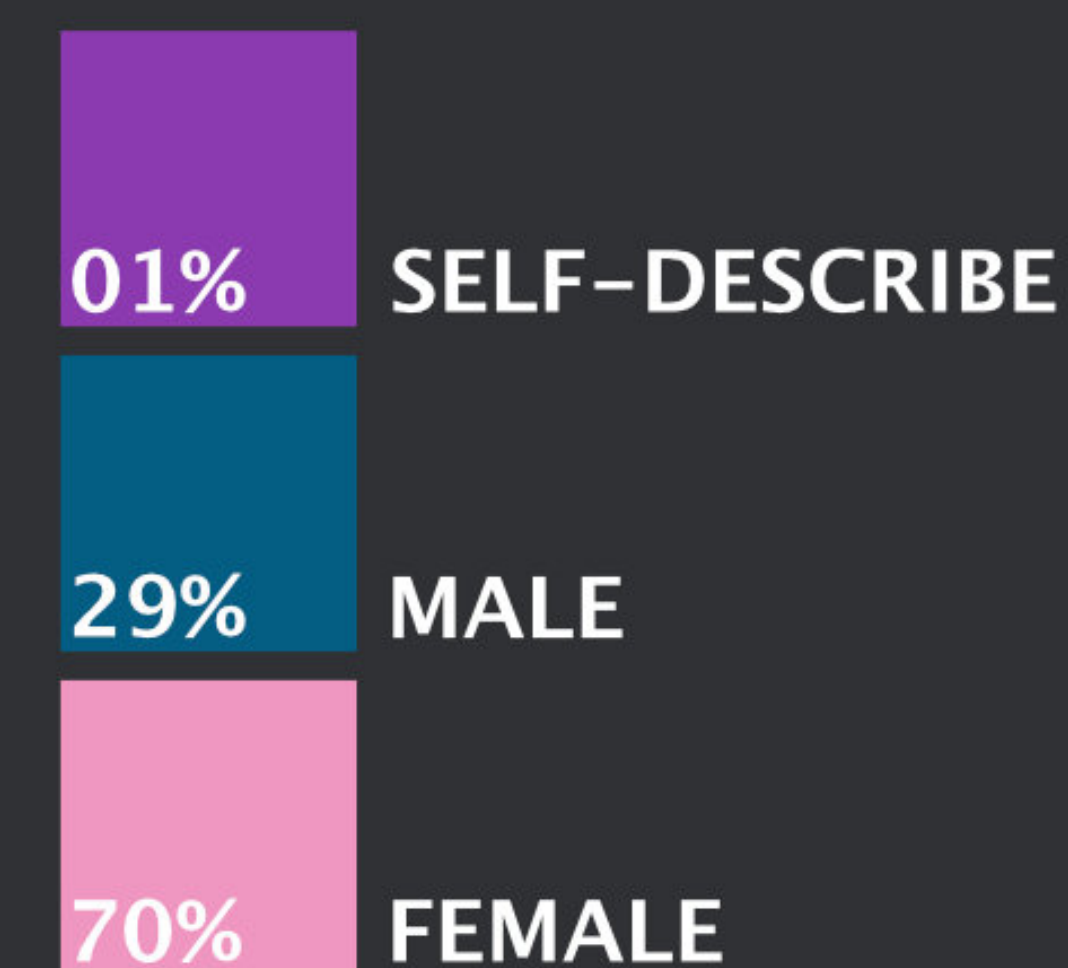
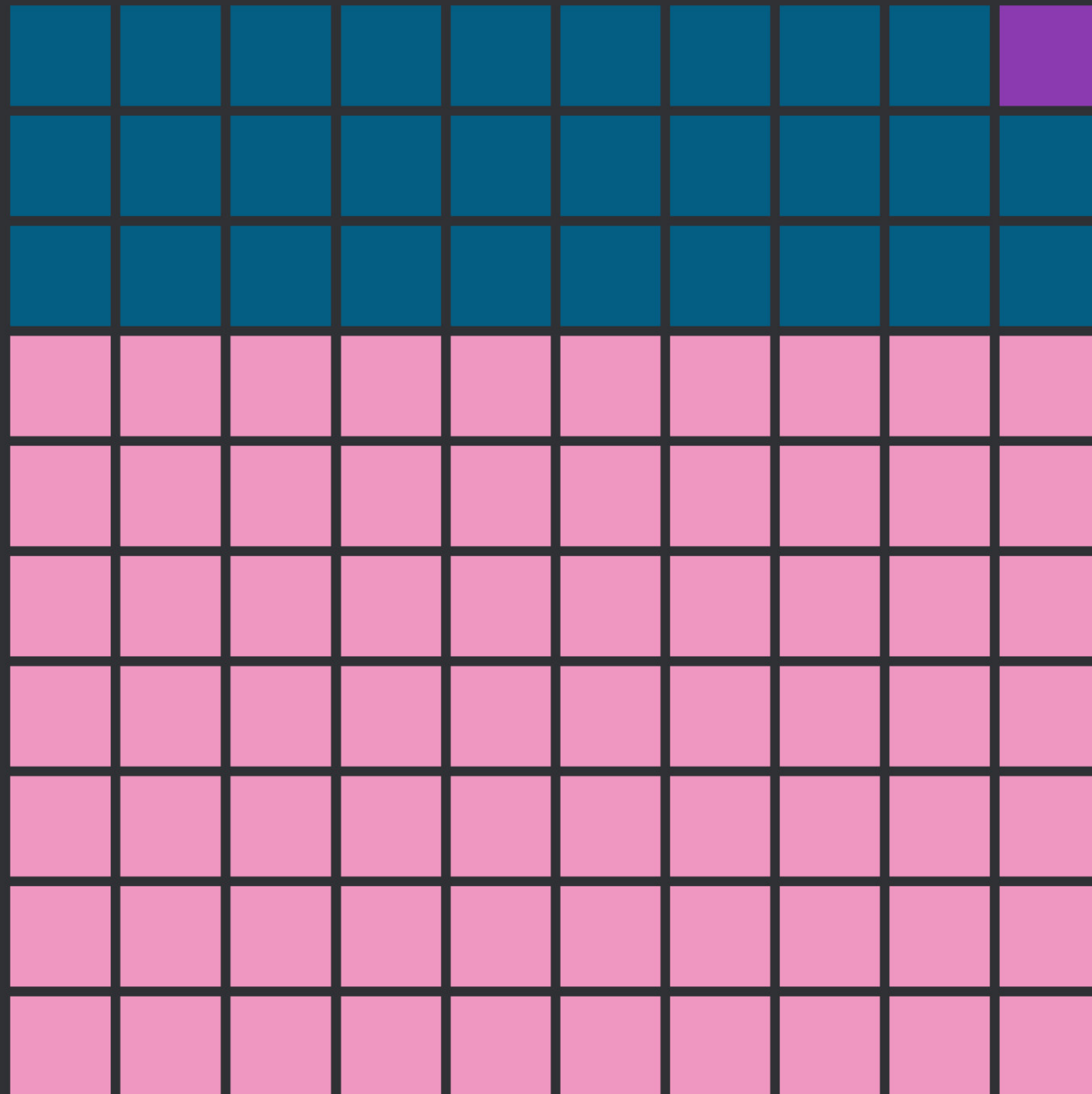
According to UN Women's most recent report delivered in March 2023, it stated that at the current rate of progress, it will take 286 years for the world to achieve gender equality. The World Economic Forum states will take 132 years to close the global gender gap. Regardless of which projection is most accurate, the bottom line is that the current rate of "progress" is unacceptably slow for something so long overdue. Let's face it, it took until 2023 and Claudia Goldin winning the Nobel prize in Economics to prove that motherhood impacts the gender wage gap. We believe that the lighting industry should be doing its bit to move things forward.

"We welcome everyone to join and to be part of inspiring, supporting and mentoring women everywhere and helping us to grow the network wider, ultimately championing diversity and equity in all aspects of lighting. We want everyone to join in because we only get better together."

Light Collective

November 2023

WHAT IS YOUR GENDER?



We are sharing some snippets of data from the WIL Global Gathering survey that was undertaken earlier this year. The full survey results will be available online on the WIL website.

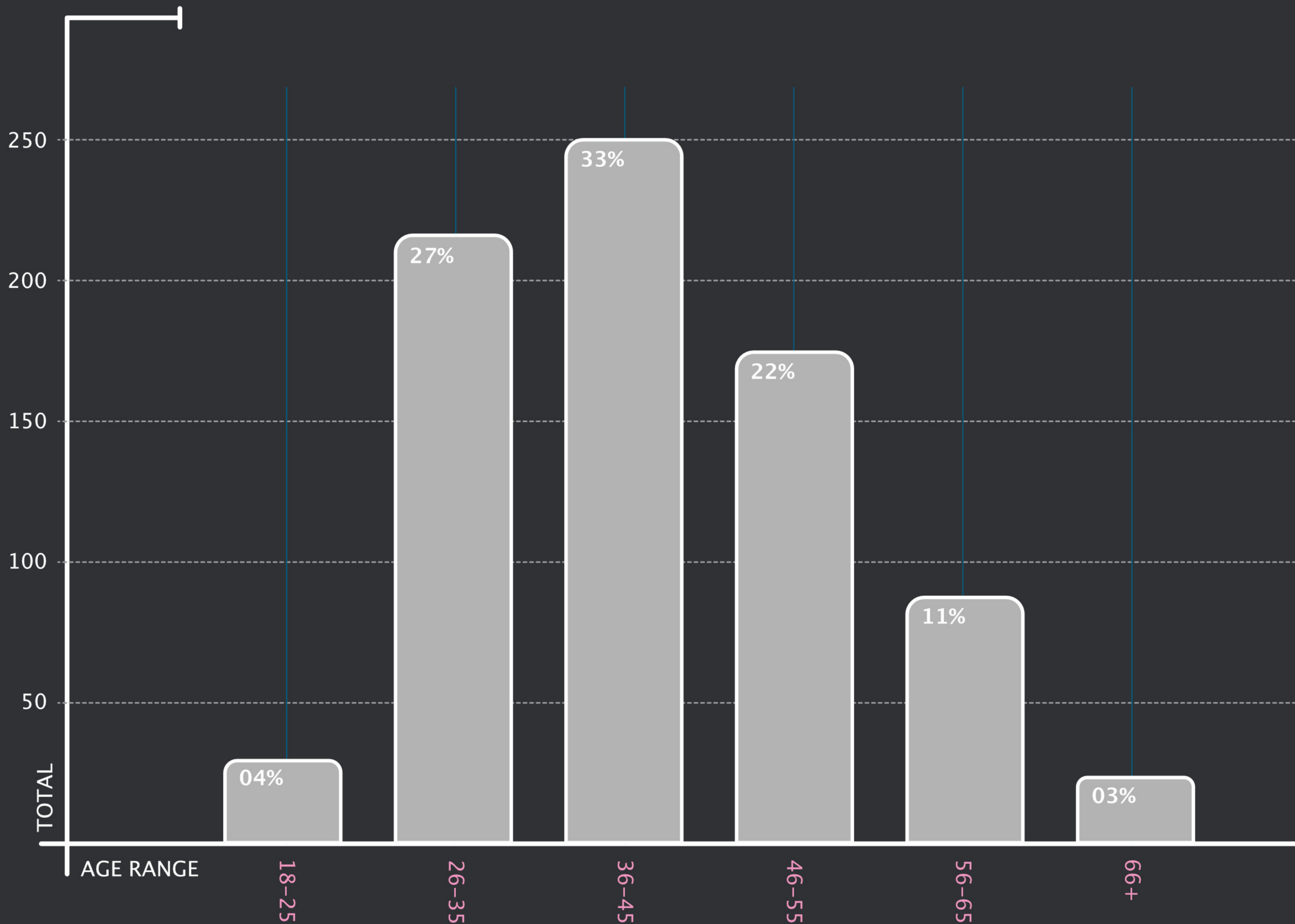
As the survey originated from Women In Lighting and was an investigation into gender equity in the lighting industry, we kick off with the most important question in terms of intersecting the data we received.

We tried to encourage a high level of male participation to make it an inclusive and balanced survey but did not succeed in getting an equal response.

The gender spilt of the 793 respondents was 70% female, 29% male and 1% who preferred to self-describe.

Thank you to everyone who participated.

WHAT IS YOUR AGE?

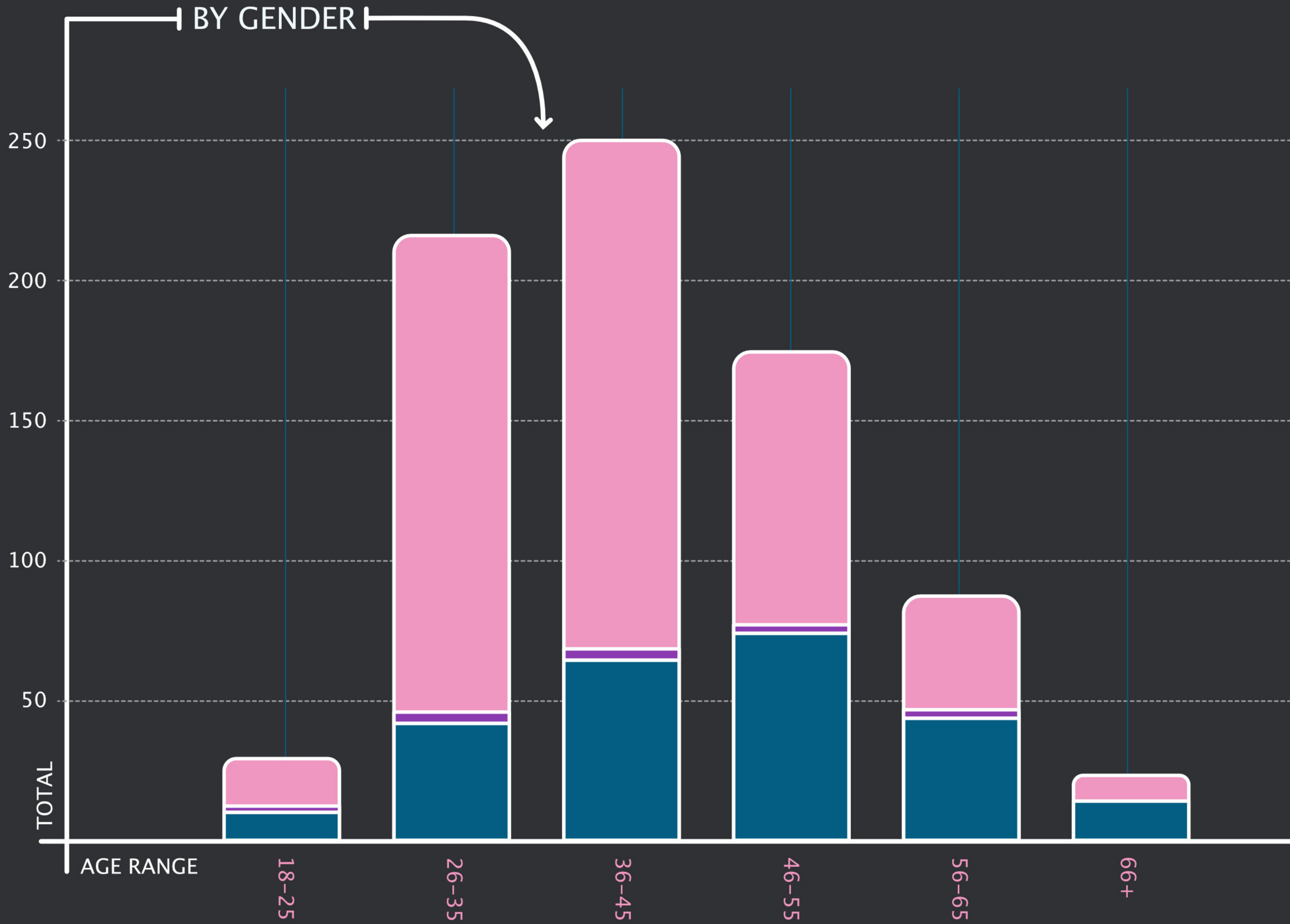


The spread of ages across the profession is either testament to how new the profession of light and lighting design is or that older lighting professionals don't like surveys...

Most respondents are in the younger half of the age ranges.

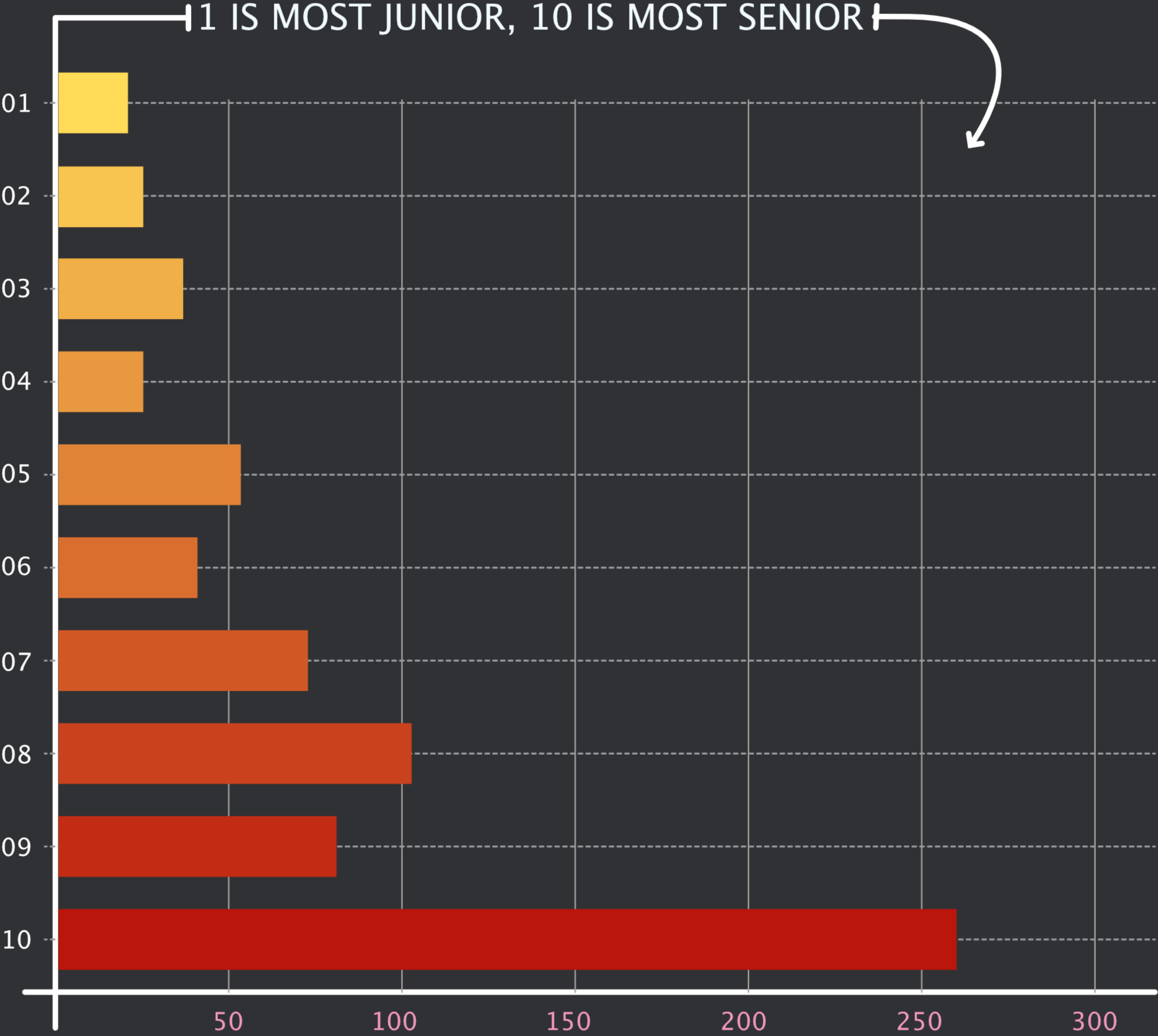
The fact the number jumps dramatically after age 26 and above might indicate that most people enter the industry after doing a masters degree, that there are not many ways into the industry straight from school or that young lighting professional also don't like surveys :)

WHAT IS YOUR AGE?



If we intersect gender, it becomes apparent that the percentage of male respondents increases significantly as a proportion of the total.

YOUR SENIORITY WITHIN YOUR COMPANY



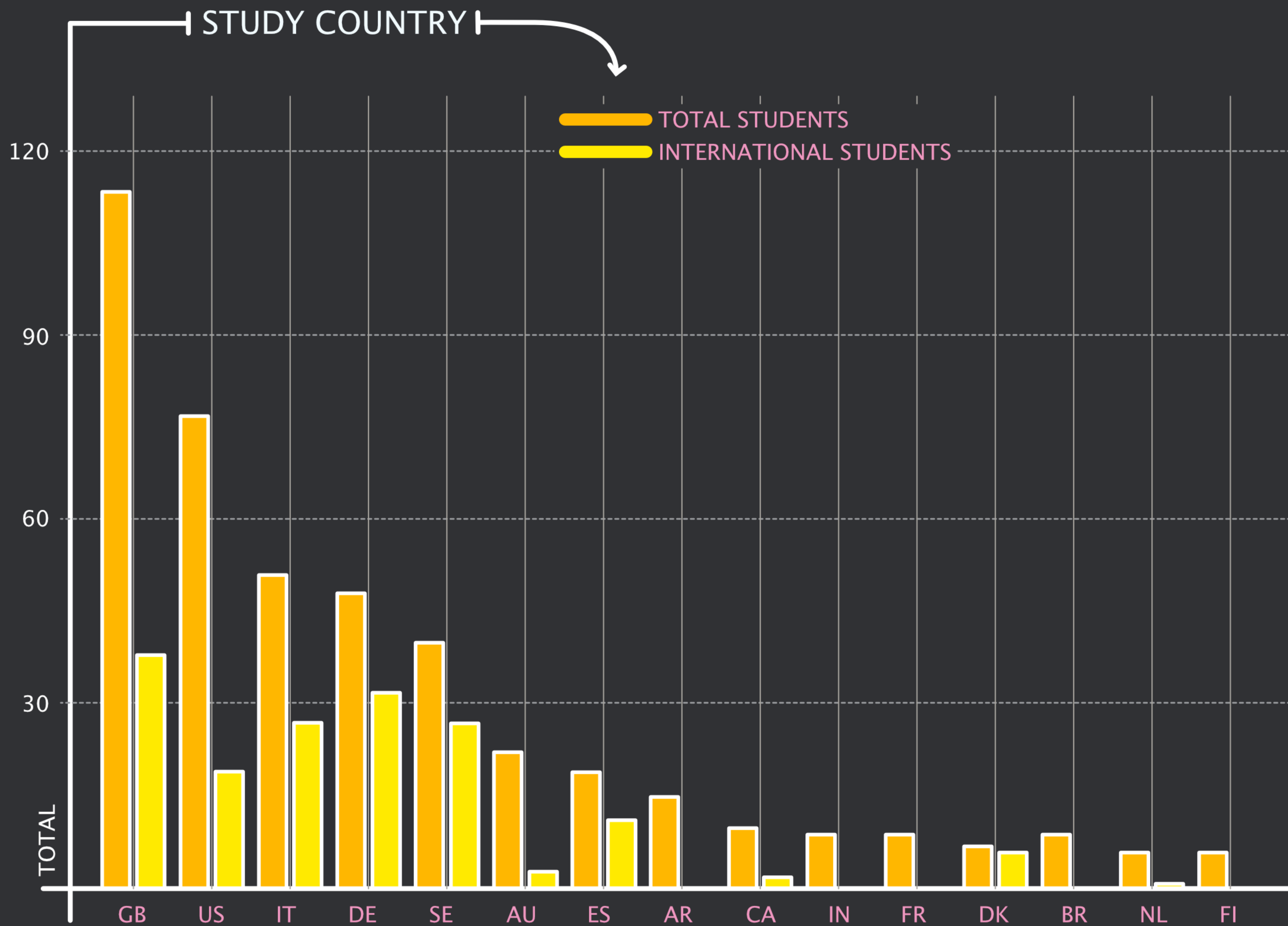
We were surprised at this data - a massive number of top dogs took time to respond to our survey. Thank you.

Although we can maybe account for this with the earlier statistic that said 23% of respondents were working for a one person company - there would be two possible answers in this case i.e that you are either the most senior or the most junior.

We would probably be good with a bet that the majority of you went with Most Senior :)

Good work!

WHERE DID YOU STUDY?



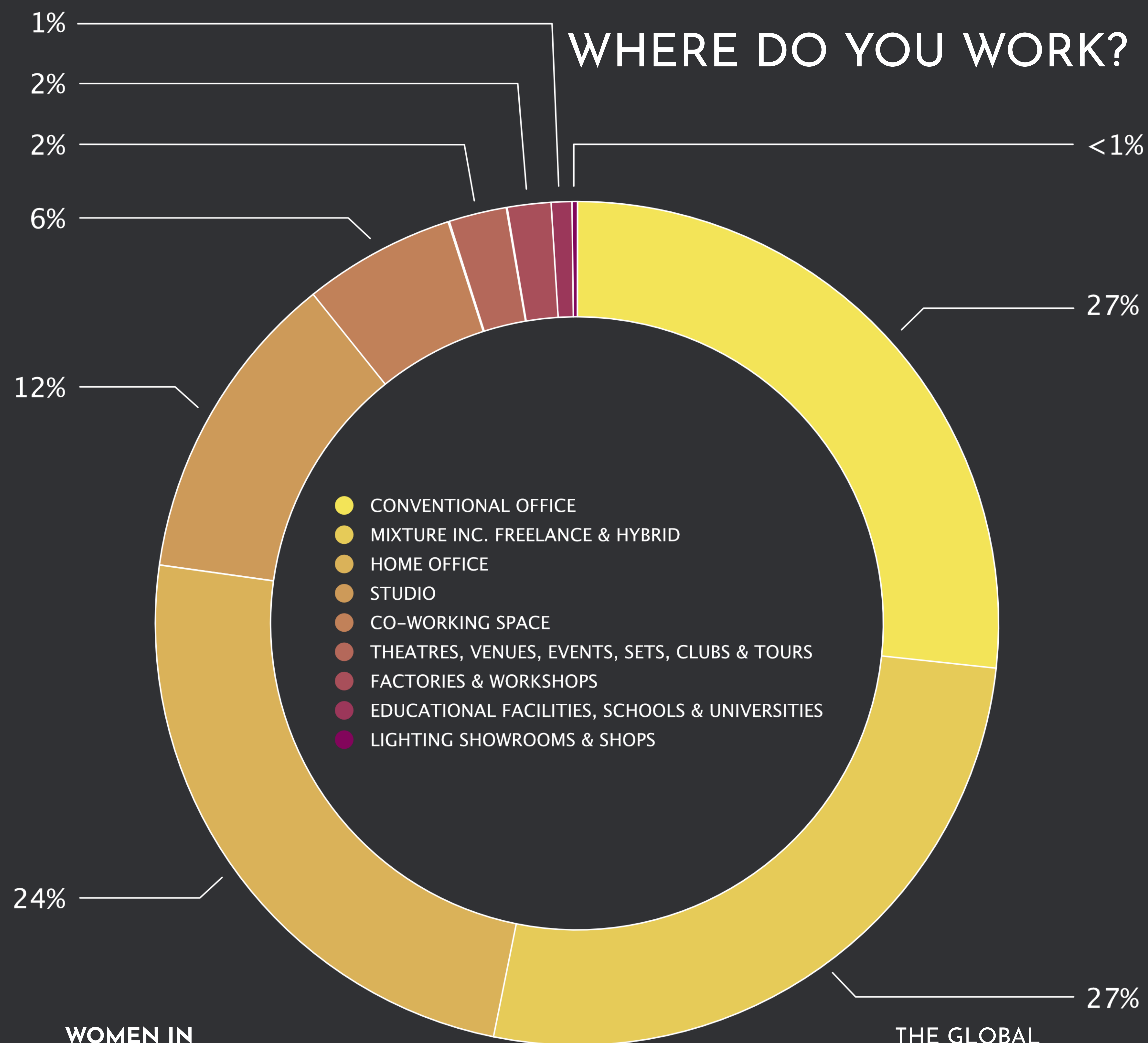
We asked you if you had any lighting related qualifications and if so, in which country you studied.

From the information given, we have listed the top 15 locations for lighting qualifications. The UK is highest and Finland is at joint 15th with The Netherlands (closely followed by Mexico).

This is skewed by the number of people who responded from specific countries but it is interesting to look at the nationality of the students. Italy, Germany, Sweden, Spain and Denmark have really high levels of international students.

Italy was the third highest country for lighting qualifications which bodes well for the future of the profession in Italy.

WHERE DO YOU WORK?



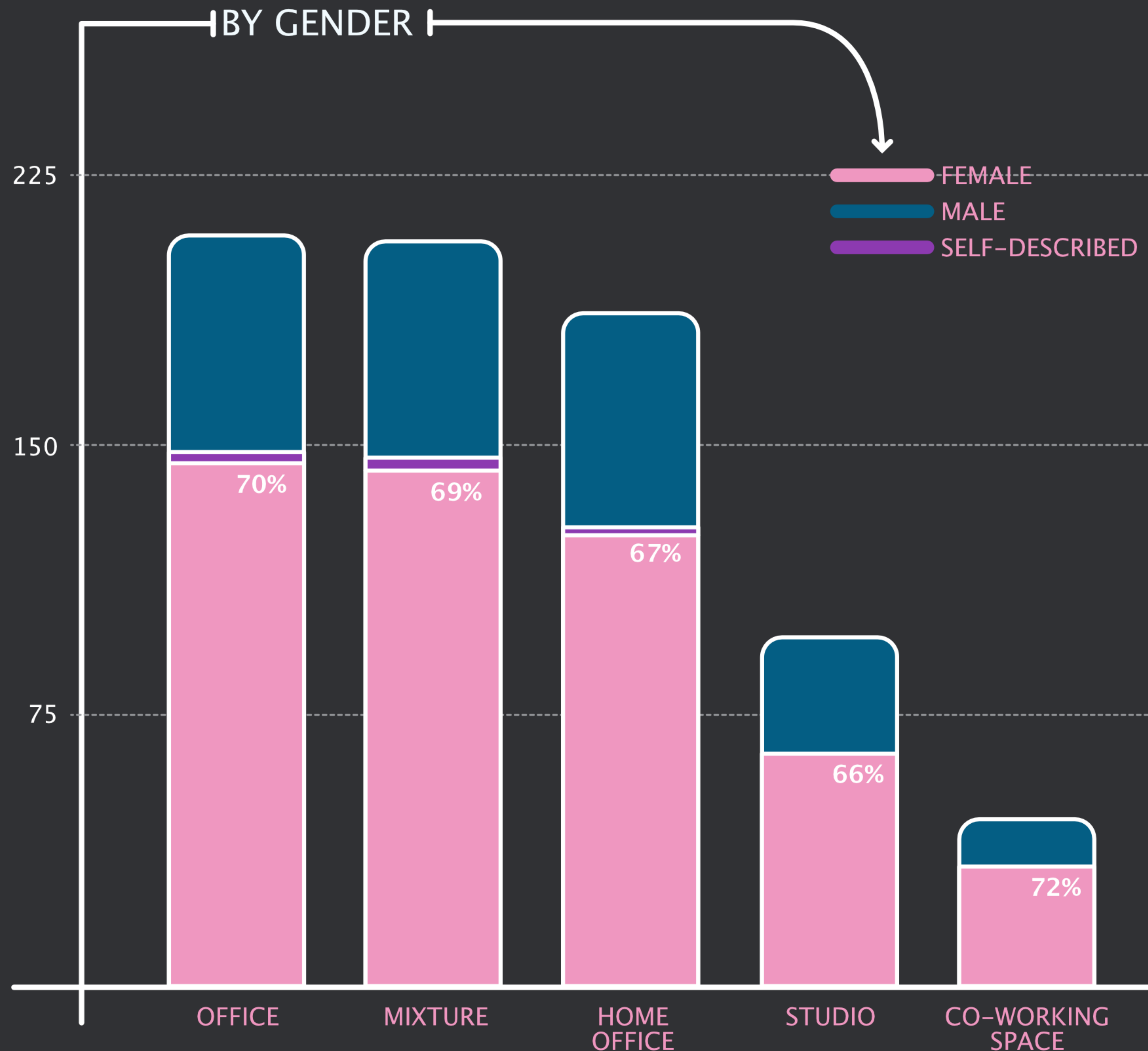
We all know that the world of work changed dramatically after COVID-19 and we wish we had asked this question 5 years ago as it would make an interesting comparison.

In 2023, you told us that either work in a conventional office, a home office or a mixture of places with these three options accounting for over 75% of the responses.

Co-working spaces and the live entertainment crew were the next biggest elements with only a very few respondents working in showrooms or lighting shops.

It would be interesting to see if this will change if we ask the same question again in 5 years.

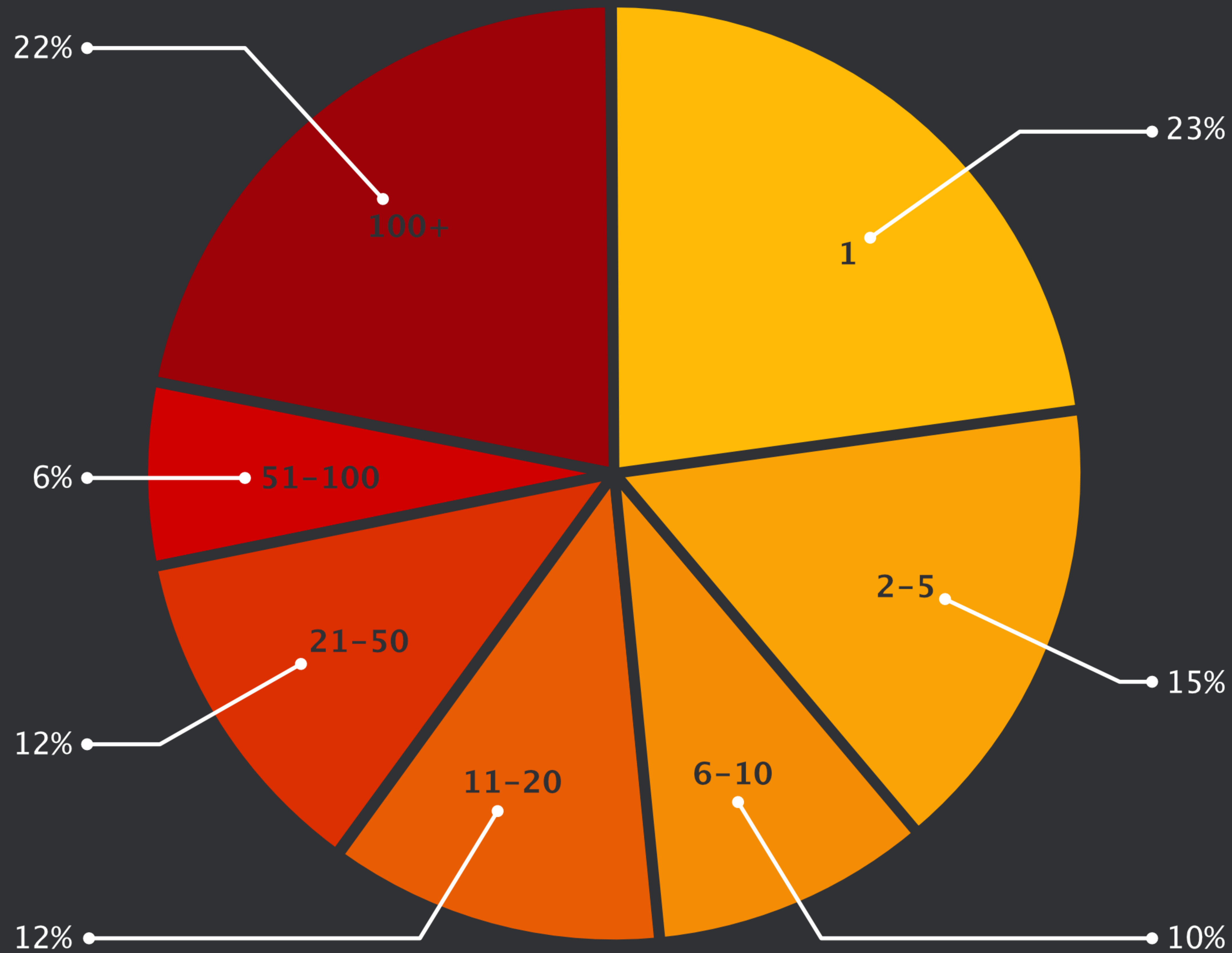
WHERE DO YOU WORK?



When we break down the type of workplace by gender for the top five locations, it mainly follows the split of the overall responses - 70/29/1 for female, male and self described.

As we said, we are not data experts and are happy to be corrected but we think this shows that there is no gender preference or bias in the types of work place available to the lighting community.

WHAT SIZE IS YOUR COMPANY?



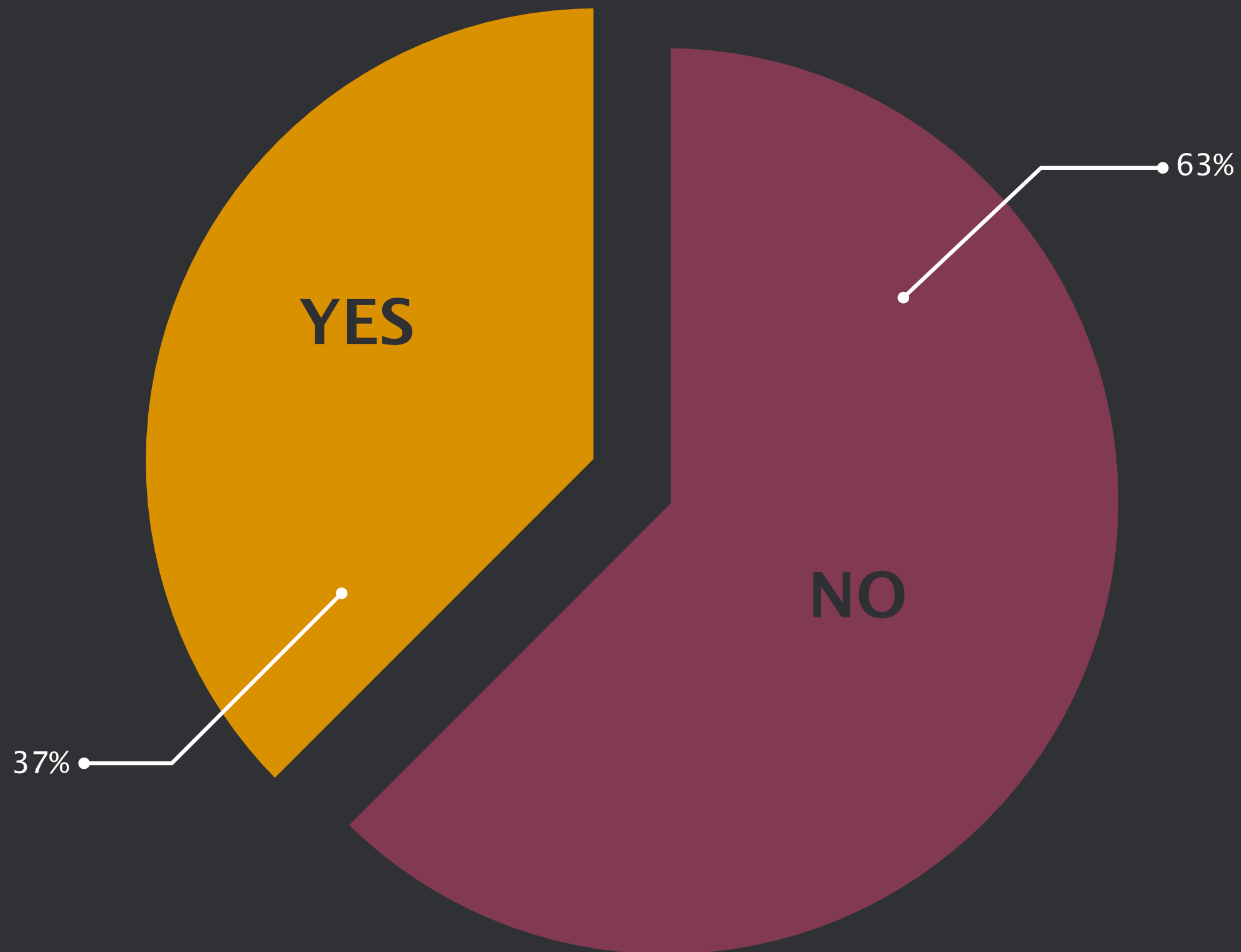
This one surprised us a little bit. We didn't expect so many of you to be working alone or in companies with more than 100 employees.

Check out the intersect coming up which crosses this data with how you rate your own skills, to see one example as to whether the size of company you work for makes a difference.

That said, there is an interesting intersection here with gender of respondent, one of the areas it deviates from the standard 70/29/1 split.

Female respondents dominated the 1 person companies. It was following the standard gender split between companies of 2-10 people then as companies became larger, they became more male dominated. Companies with 100+ employees had a more standard gender split.

LET'S TALK ABOUT SALARY...



So, let's talk about salary - or maybe not!

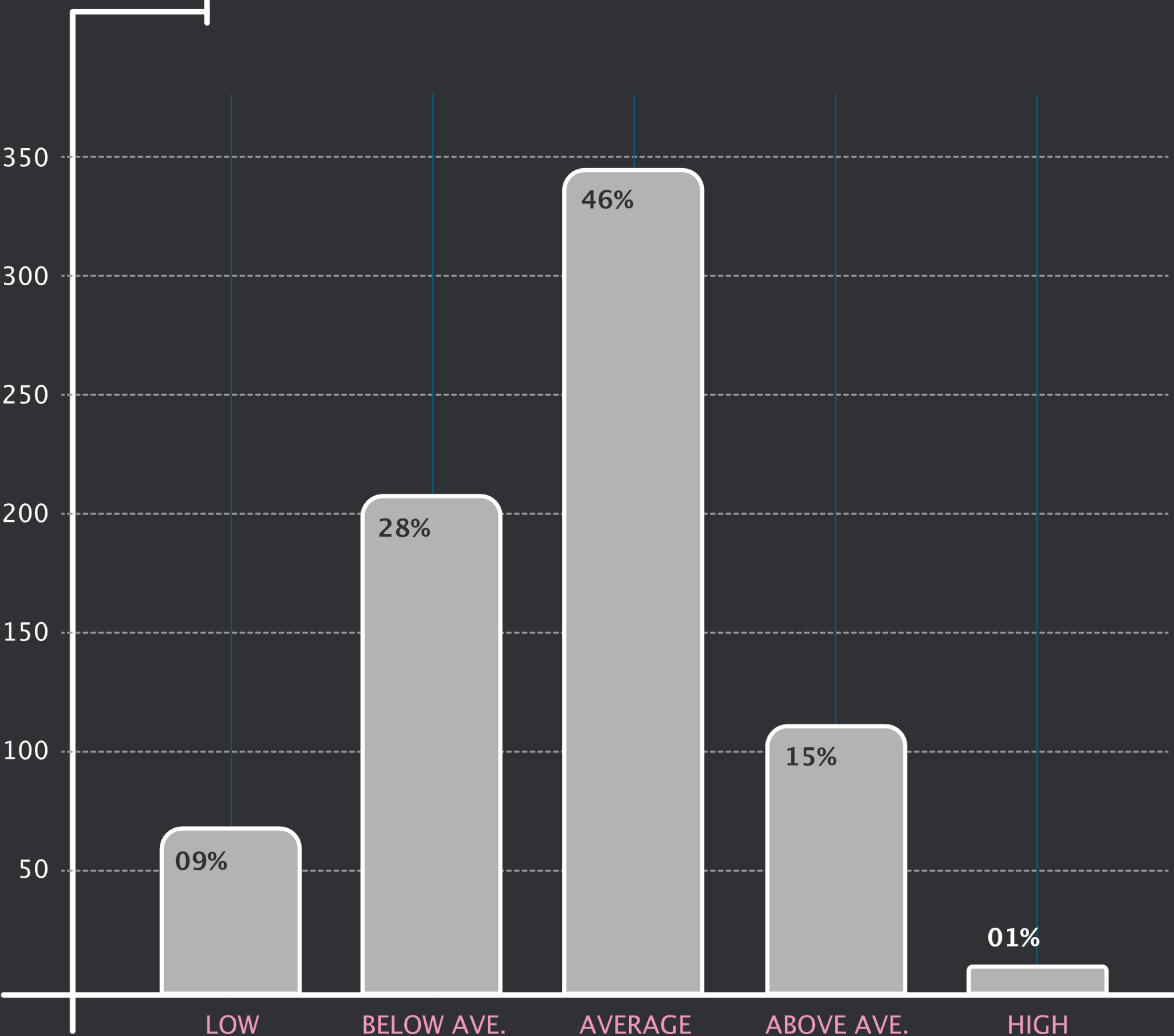
The majority of us don't discuss salary with colleagues which might account for the lack of clarity in this area.

See the responses to our question on how most people think their salary lines up with others.

Only about 7% of respondents didn't answer this question but of those that did, the No's were in the majority.

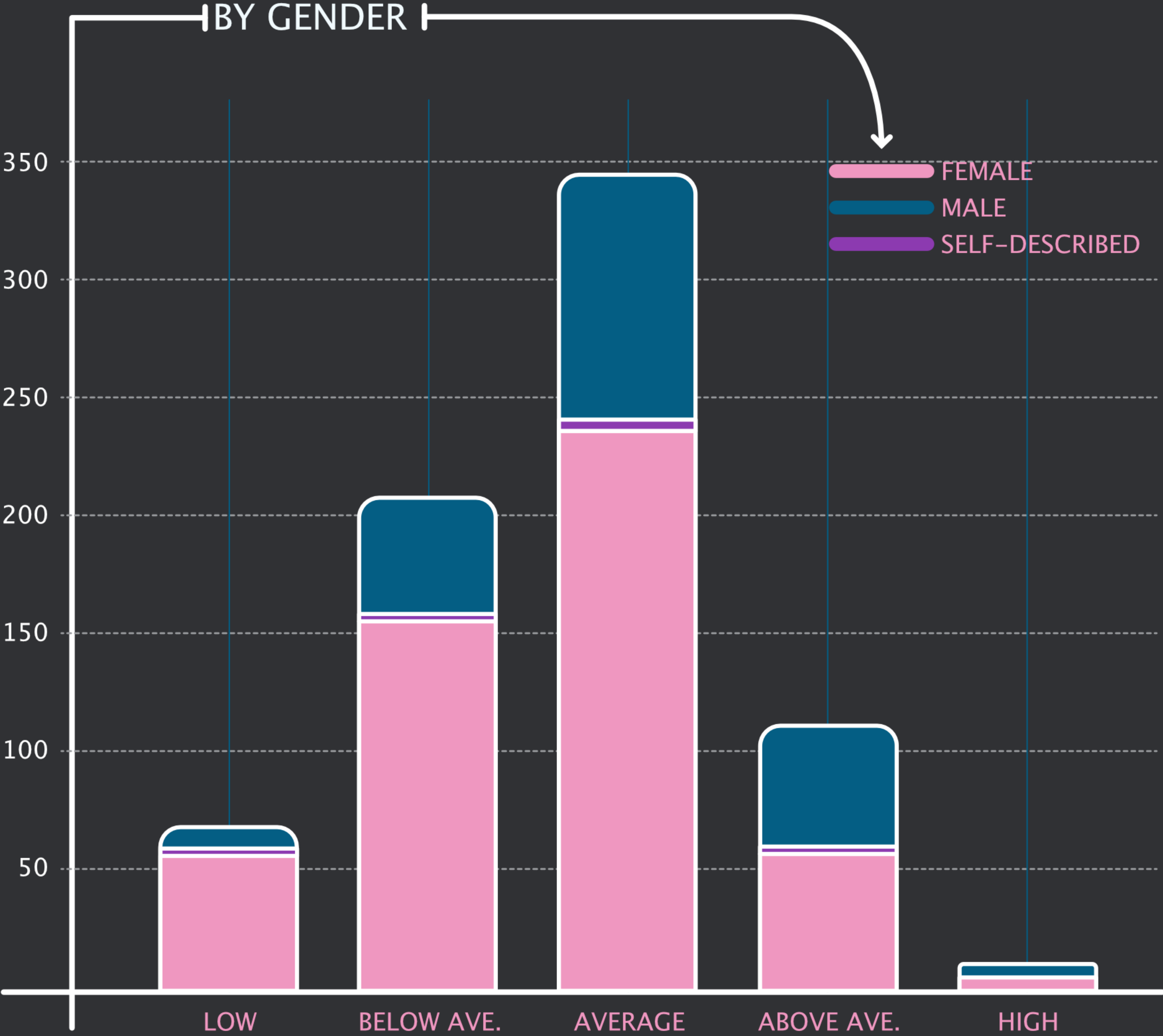
Of those that said "yes", the gender intersect indicated that people who identify as female or prefer to self-describe were more likely to discuss salary. This was deduced from the percentage of male respondents answering "yes" being 24% compared to the baseline of 29%.

LET'S TALK ABOUT SALARY...



Almost half of respondents think that their salary is average, but a significant proportion think that they are paid below average or low compared with those who think they are above average or highly paid.

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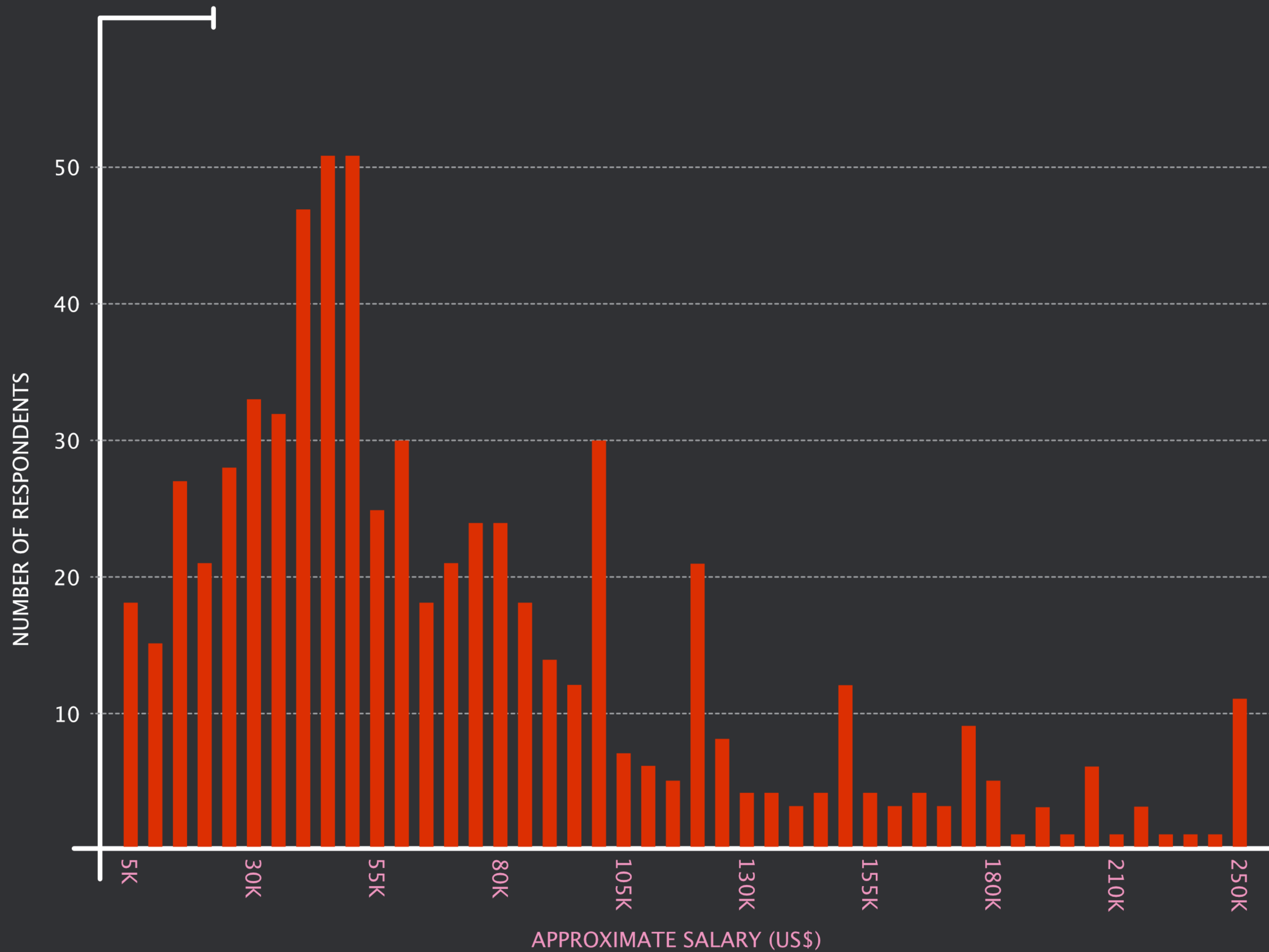
When intersected with gender, it would seem that female respondents sit more on the low/below average side of the line.

Please bear in mind that this is a 'scientific looking' interpretation of your **perception** - no real numbers were harmed in the preparation of these graphs :-)

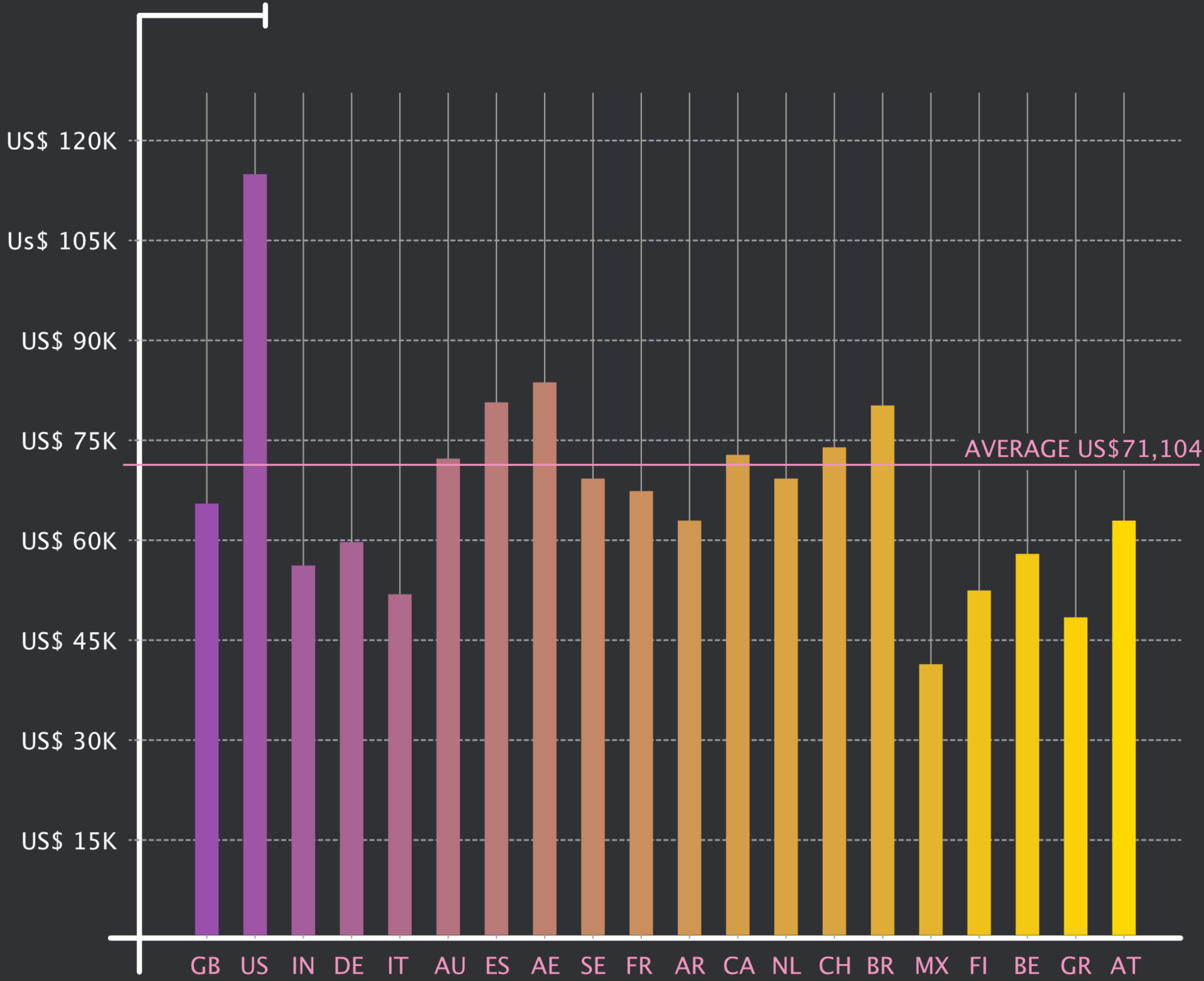
LET'S TALK ABOUT SALARY...

In this graph, we show how the range of salaries vary throughout the whole profession. The horizontal scale is approximate salary and the vertical is the number of people who responded.

Note that this takes no account of country, role, seniority or experience and as such is just an overall picture of global salaries. However, it does give an indication of what the majority of people earn.



LET'S TALK ABOUT SALARY...

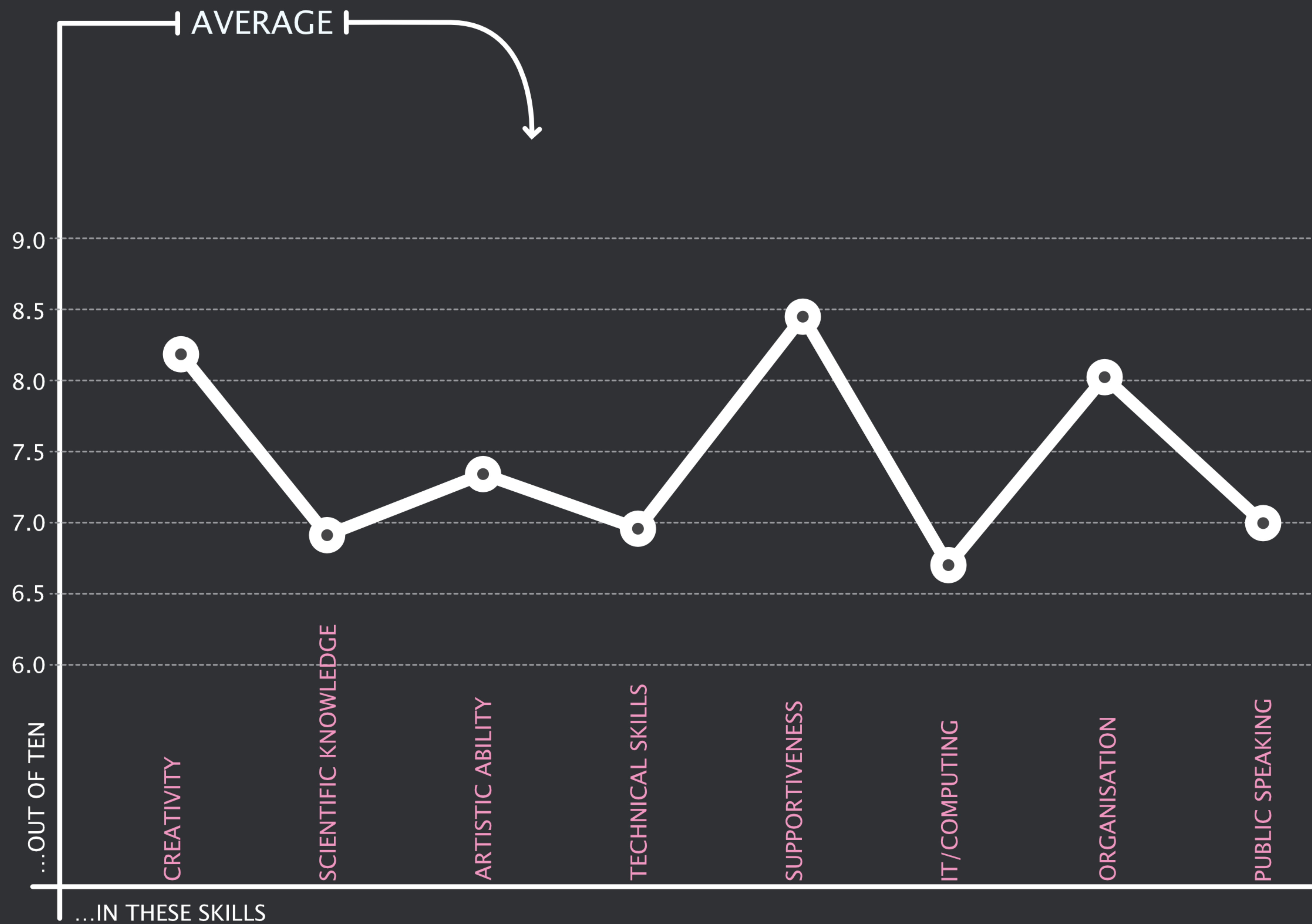


If we intersect the data with country, and take the top 20 countries based on the number of responses to the question we get another interesting bit of information.

The overall average salary of everyone who responded is US\$71,104 but note, as before, that this doesn't take into account, role, experience, etc.

Read with care before you apply for your US Work Permit!

RATE YOUR SKILLS

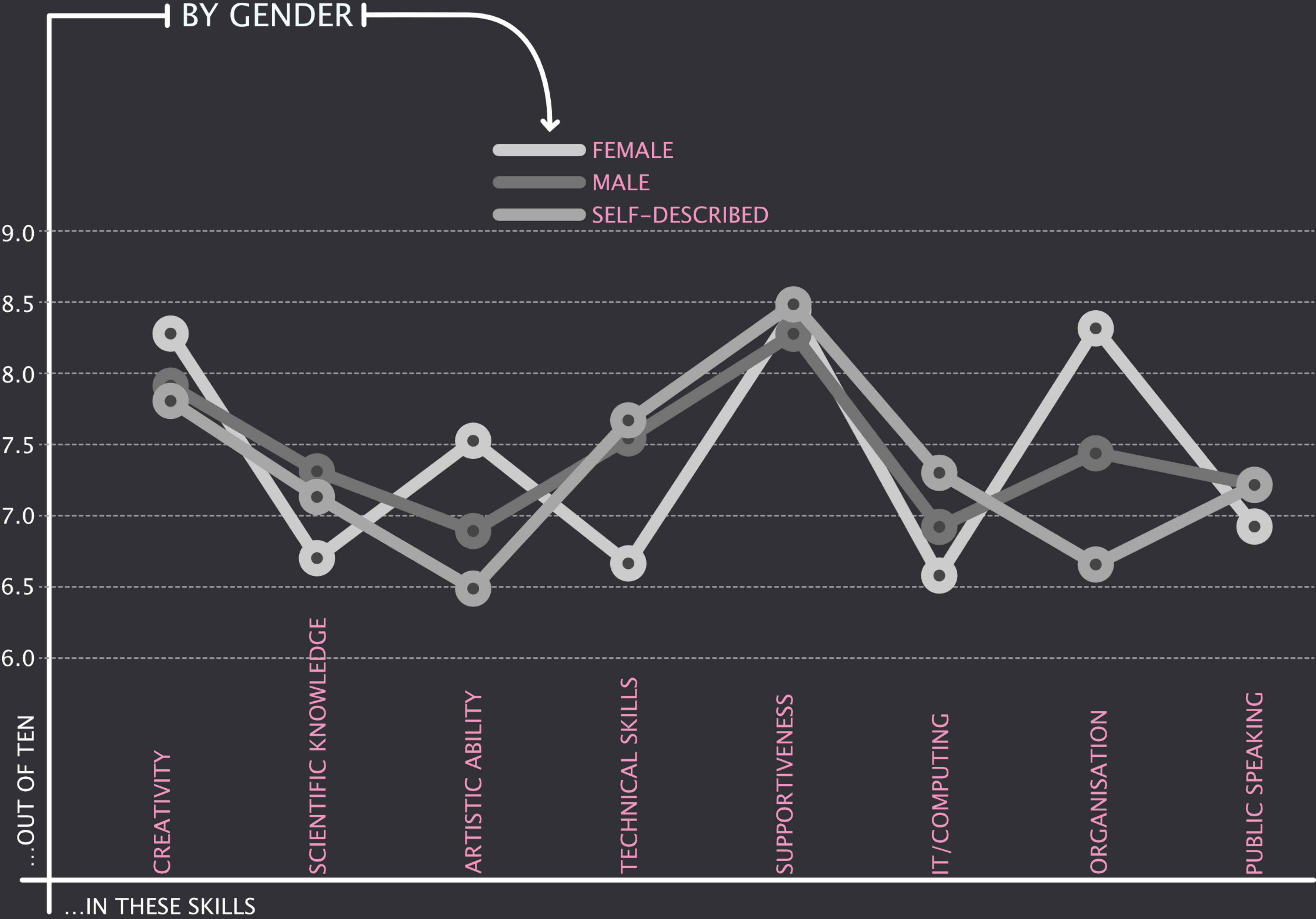


We asked participants to rate themselves across a range of skills and qualities on a scale of basic (1) to advanced (10).

The skills were creativity, scientific knowledge, artistic ability, technical skills, supportiveness, IT/computing, organisation and public speaking.

Suffice to say, the lighting profession is relatively confident in its skills with an average above 6.5 in all areas.

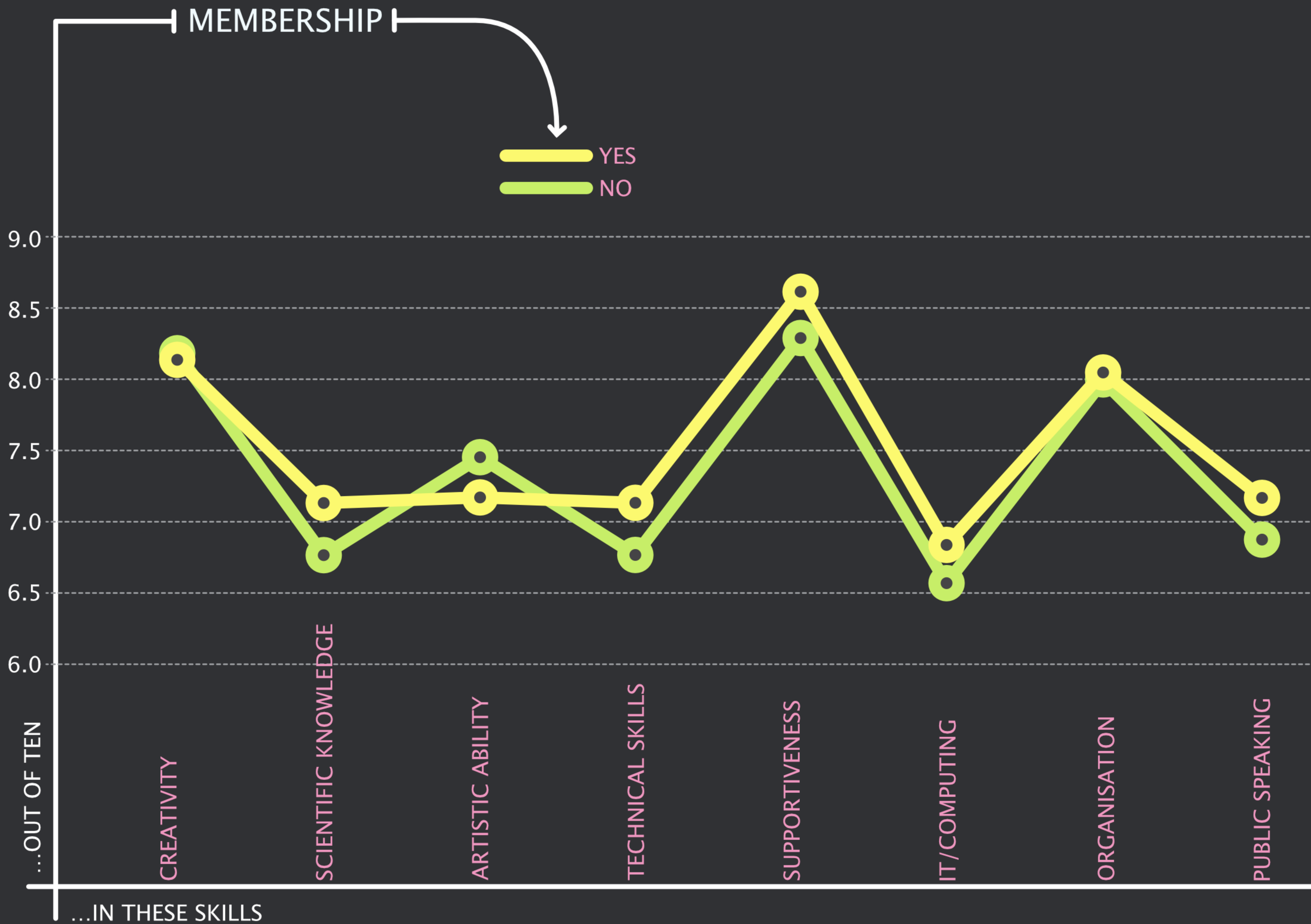
RATE YOUR SKILLS



If we intersect the results with gender, women tend to rate themselves lower in Scientific Knowledge, technical skills, IT/computing and public speaking.

Male & Self-describing respondents are quite close on 5 out of the 8 skills with organisation giving the highest spread of average rating by gender.

RATE YOUR SKILLS



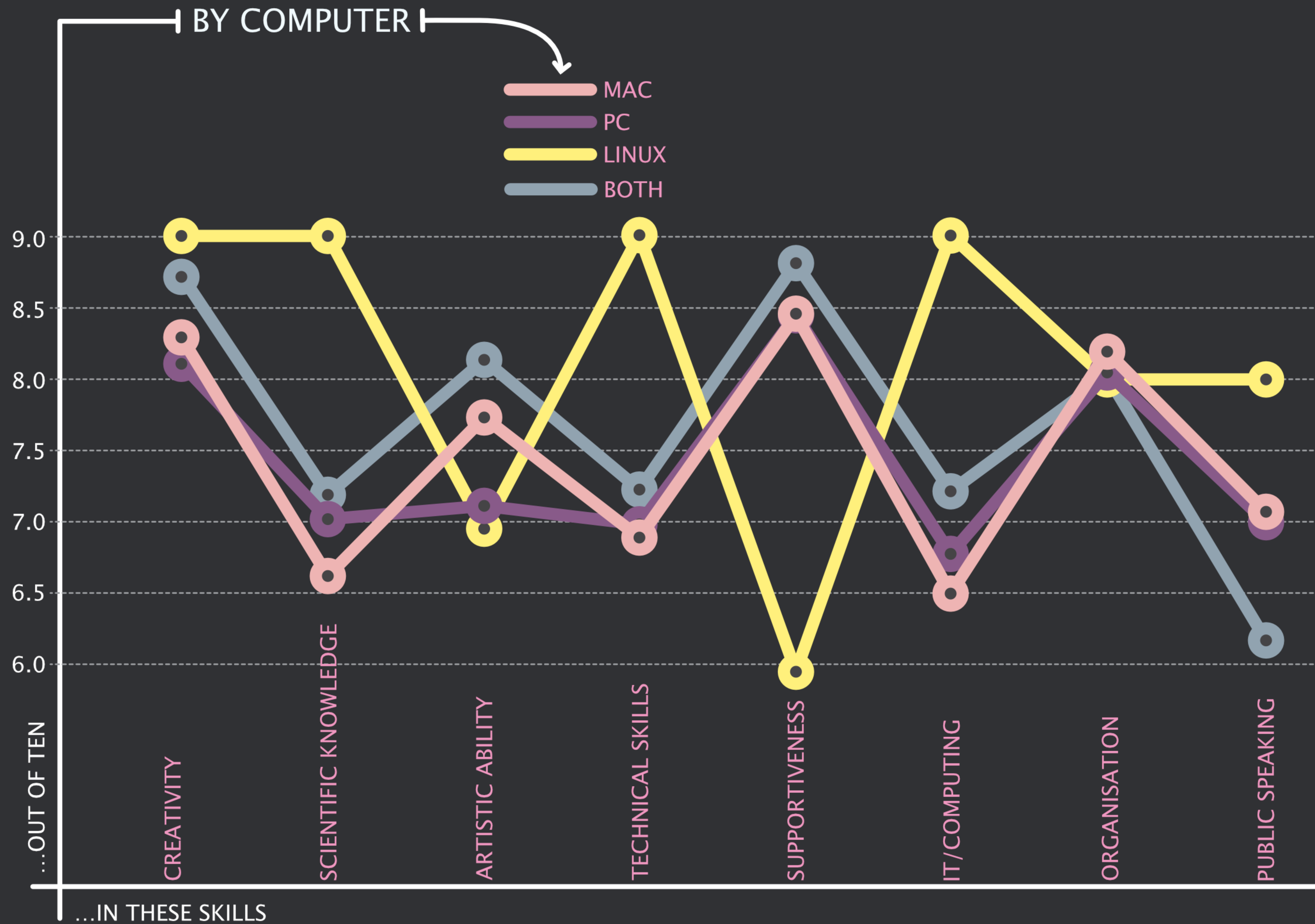
Still looking at your response to how you rate your own skills we are looking at some key intersections. For example, do members of professional organisations have higher skills levels than none members?

We don't really know the answer to that but we know that you definitely think they do. :-)

This intersection shows that respondents who were also members of one or more professional organisations consistent rated themselves higher than those who weren't.

Want to improve staff confidence? Maybe the answer is to encourage them to join a professional organisation...

RATE YOUR SKILLS



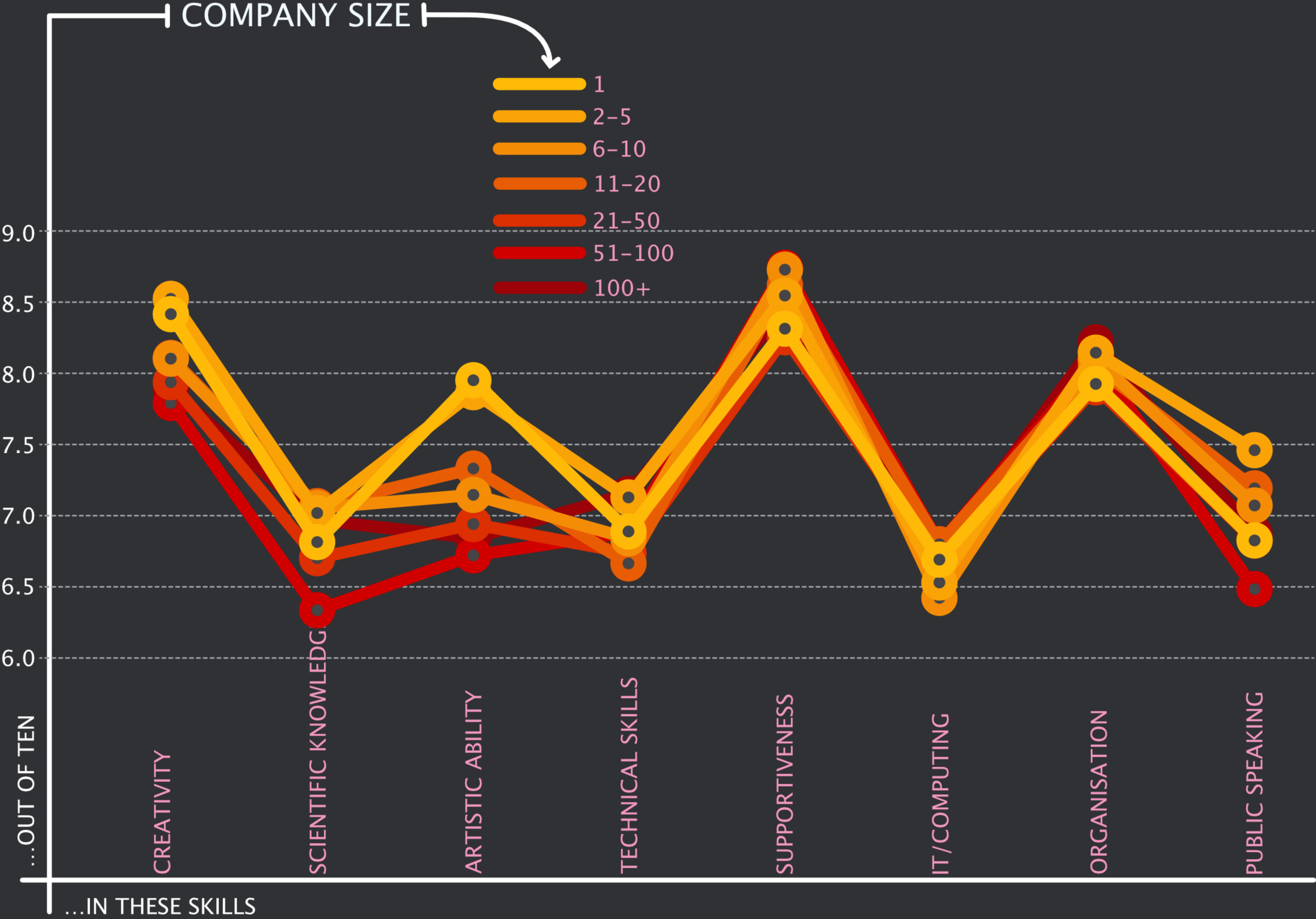
It's one of the oldest questions, asked since the beginning of time (or at least since we could see the time on our personal computers.)

Whats the best? Mac or PC?

In the case of the skills of the people using them, it is pretty consistent. Mac users rate themselves higher in the creative/artistic skills and PC users rate themselves higher in the technical stuff.

If you want the ultimate employee on your team though, look out for the Linux users - they are killing it on the technical and creative skills (Just don't expect them to be supportive with the emotional stuff...)

RATE YOUR SKILLS

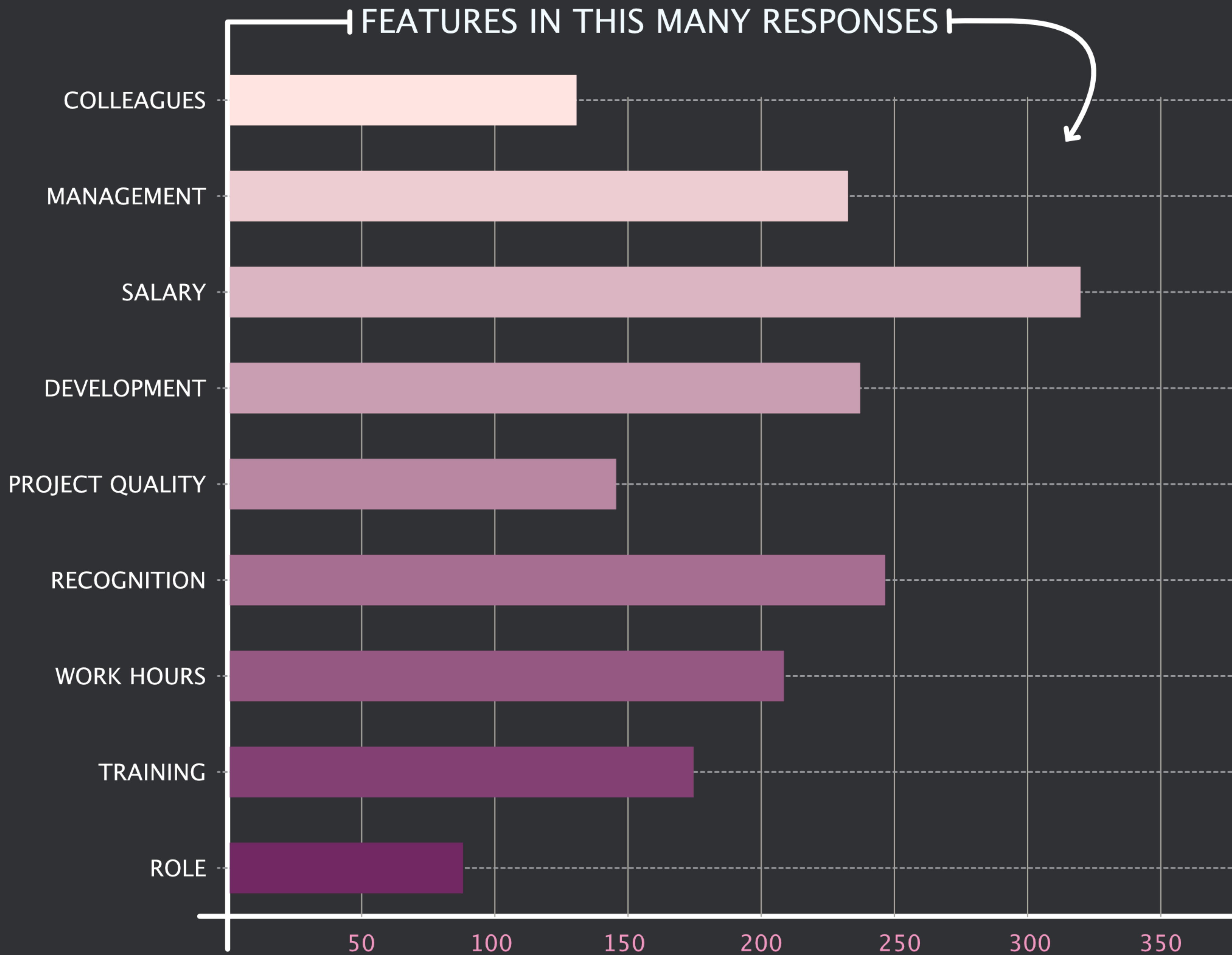


Does the size of company you work at affect your perception of your skills?

In our survey it would generally seem like it does not with spread of results being pretty close in all areas. The only slight exception is in the Artistic Ability question where we have the broadest spread of responses.

This element shows a distinct trend of Artistic Ability rating being higher in the smaller companies and decreasing as you head towards the large companies of 51-100 and 100+

WORK / LIFE FULFILMENT

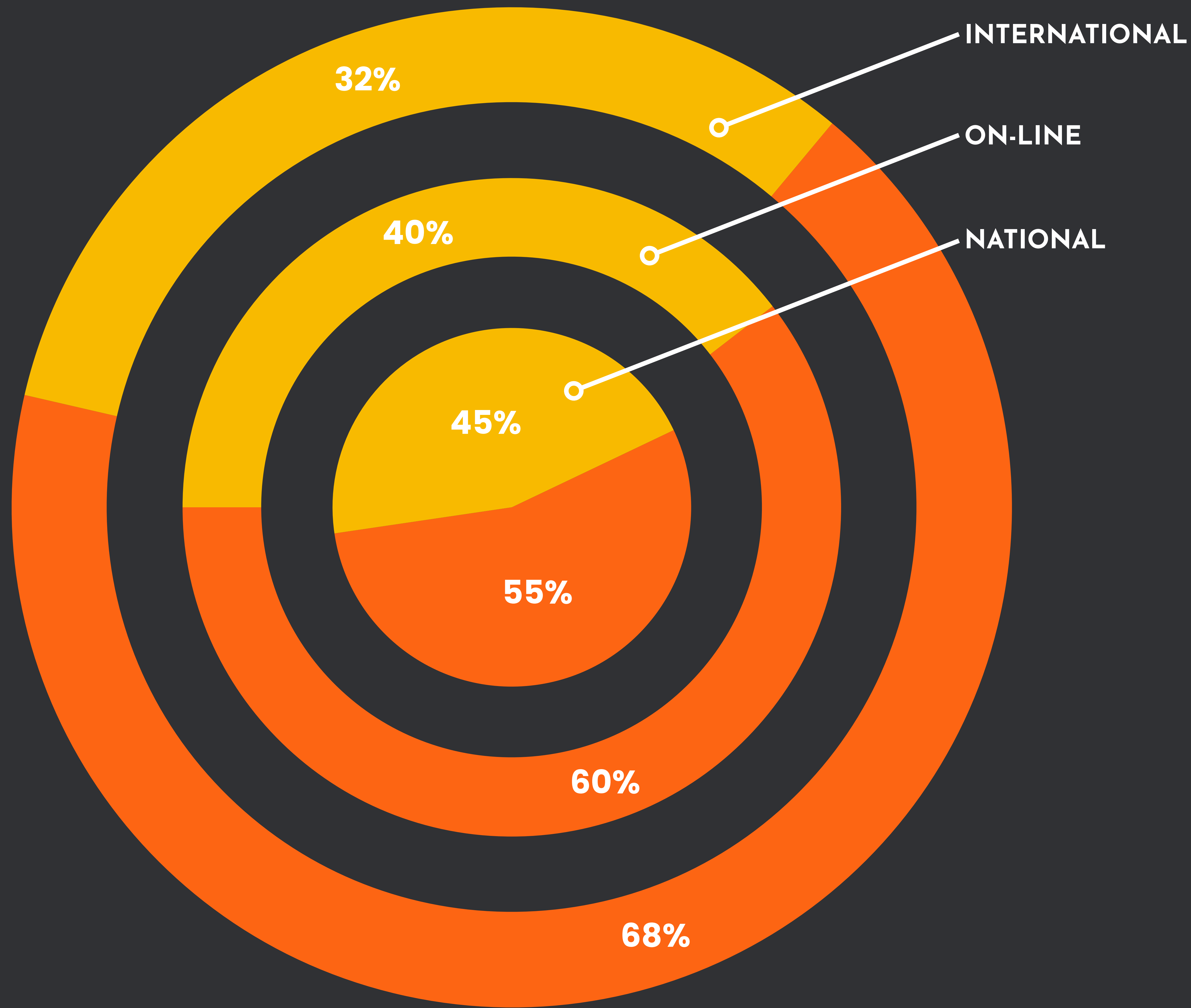


We asked you to tell us the areas of your working life in which you feel the least fulfilled. Maybe your boss will read this and think about how to make your life better :)

The bottom three (the ones that the most amount of people included in their response) where salary, recognition and promotion/career development, with mentoring/management coming a very close 4th.

On the plus side, much fewer of you were less worried about your role and your colleagues. Everyone who works with other people give yourselves a pat on the back :-)
Although there is still room for improvement, so maybe step up your "colleaguing" a little bit. We find a surprise cake or two works wonders.

DO YOU BELONG TO A LIGHTING ASSOCIATION?



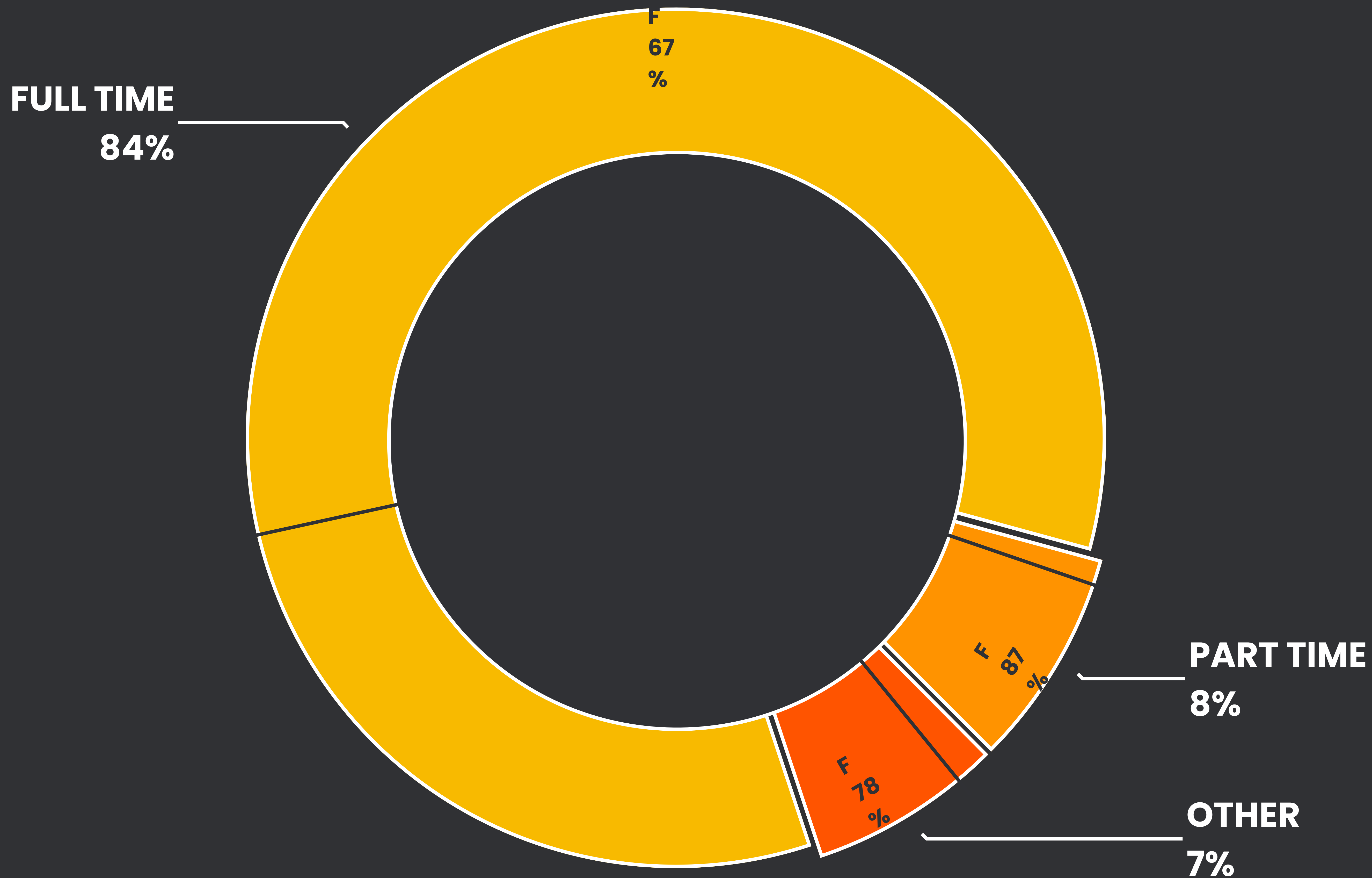
As you all know, we really believe in the value of community and coming together to promote the lighting profession and the value of great lighting.

We were quite surprised at this one - lots of you don't belong to a professional association or community. From those that do, it's clear to see that the emphasis is on the local/national level rather than international.

Could bringing everyone together be the way we start to gain recognition for the professional as a whole?

What would you need from a professional lighting association to convince you to join and support the development of the profession?

IS YOUR JOB....



We think this one shows a clear gender split in work style. Bearing in mind the spread of responses was 71/29/1 from people who identify as female, male and those who prefer to self-describe, there is a noticeable difference in those electing to work part-time or in other more flexible ways.

87% of the responses for part-time were from female respondents and 78% for other. Other included free-lancing and seasonal type work. The more conventional full-time approach to work (according to 84% of the respondents) seems to be slightly less populated by female respondents.

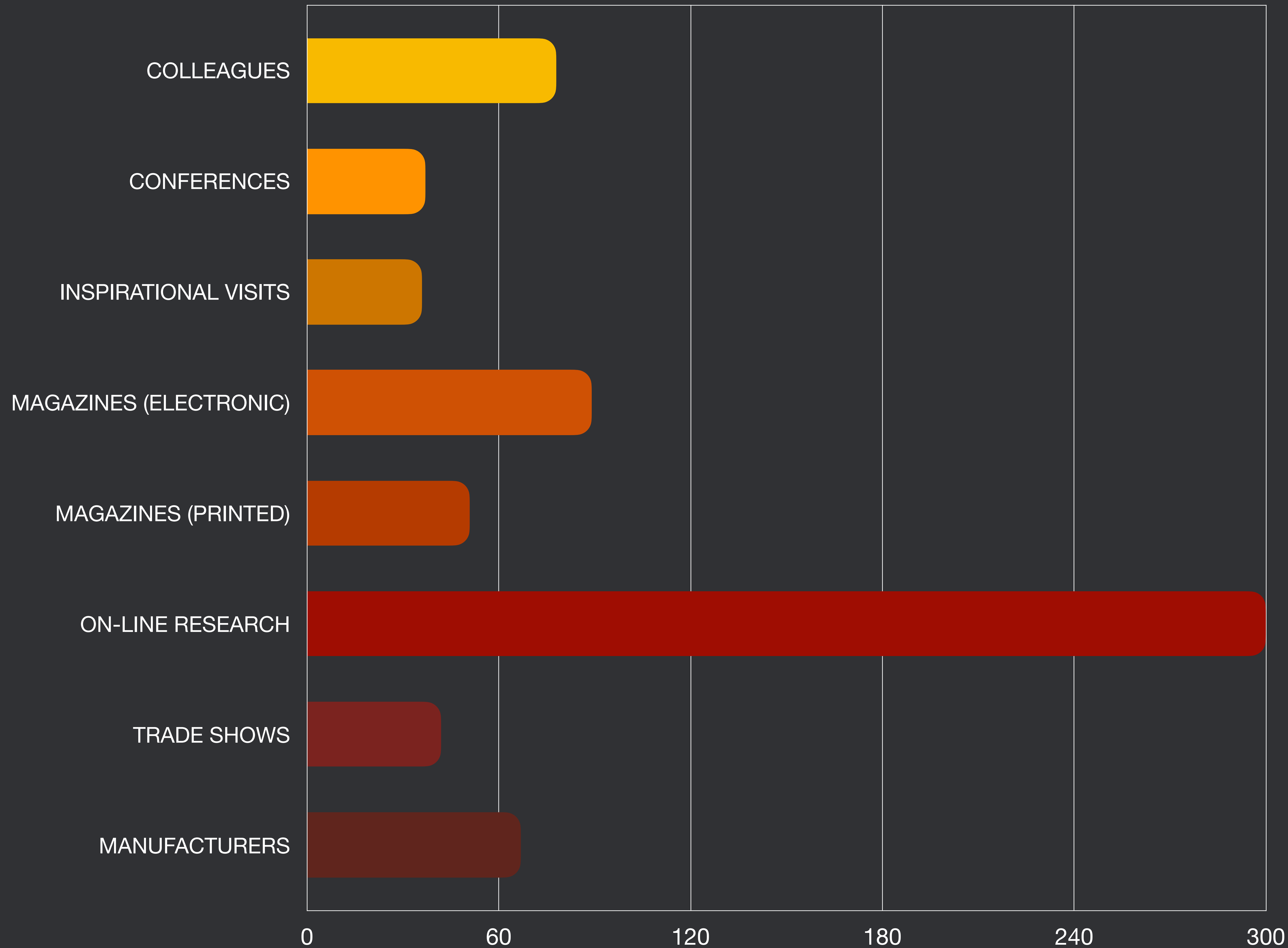
The question remains as to whether this is a choice or a requirement due to other priorities and commitments.

WHERE DO YOU GET YOUR NEW INFORMATION ON LIGHT & LIGHTING?

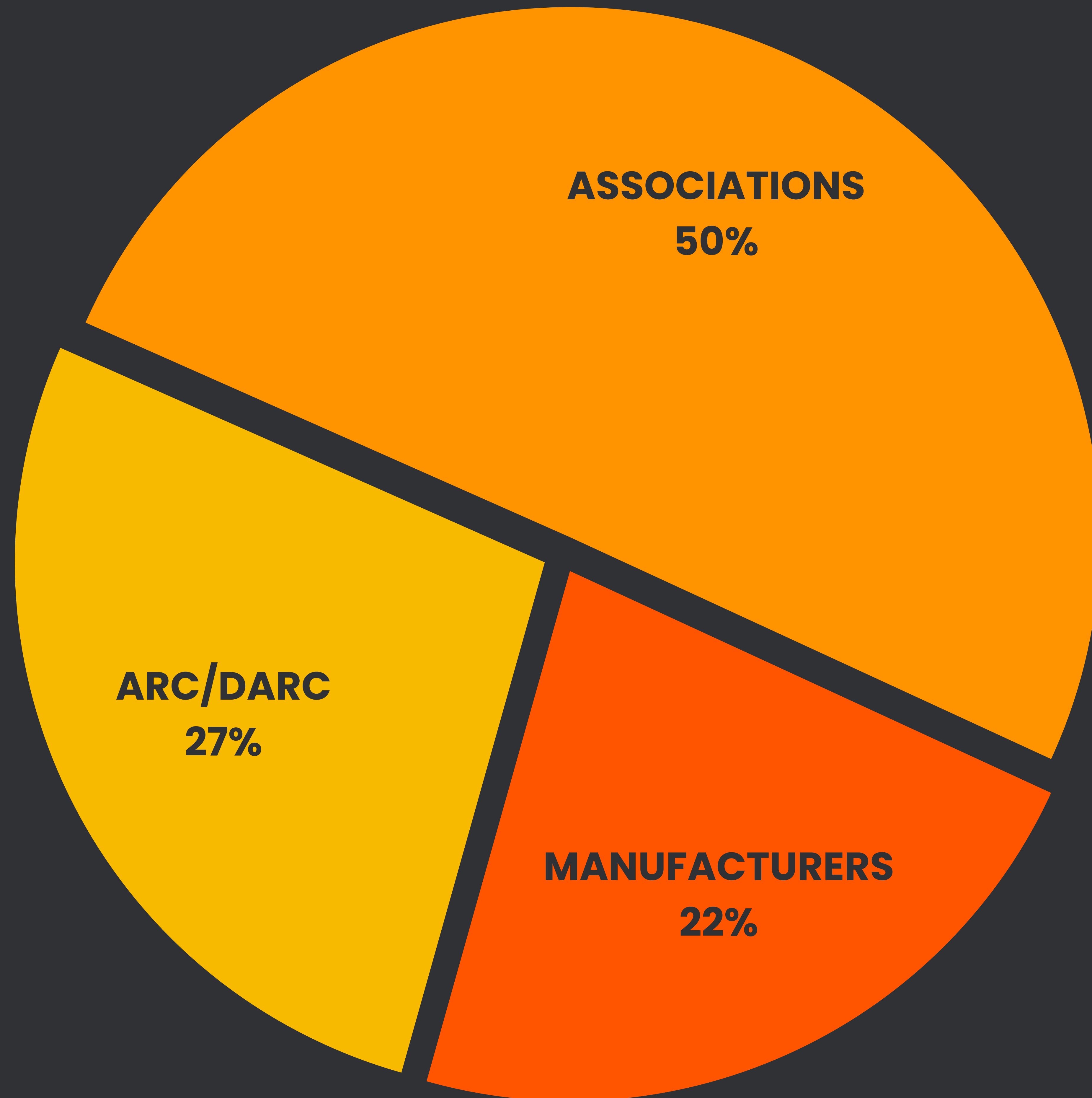
Maybe it's no real surprise but the survey clearly showed that you all prefer electronic, screen based information gathering to any form of in-person contact.

Or maybe you don't prefer it but it is without a doubt the most common way of getting lighting information possibly due to ease of access. This could be good intel here for anyone who wants to inspire - make sure you have a good on-line presence.

Trade shows, inspirational visits, conferences and printed magazines all come in less than their digital alternatives. Although it's good to see that colleagues is still up there!



WHAT ARE YOUR TOP THREE LIGHTING WEBSITES AND/OR ON-LINE RESOURCES??



This was a very difficult set of responses to interpolate as they were really varied, so we have pulled out a generic top three and are showing you how they compare.

The professional associations as a whole were up there (IALD, IES, ILP & SLL being the main ones) but then came arc and [d]arc magazines with the websites of a range of lighting manufacturers very close behind.

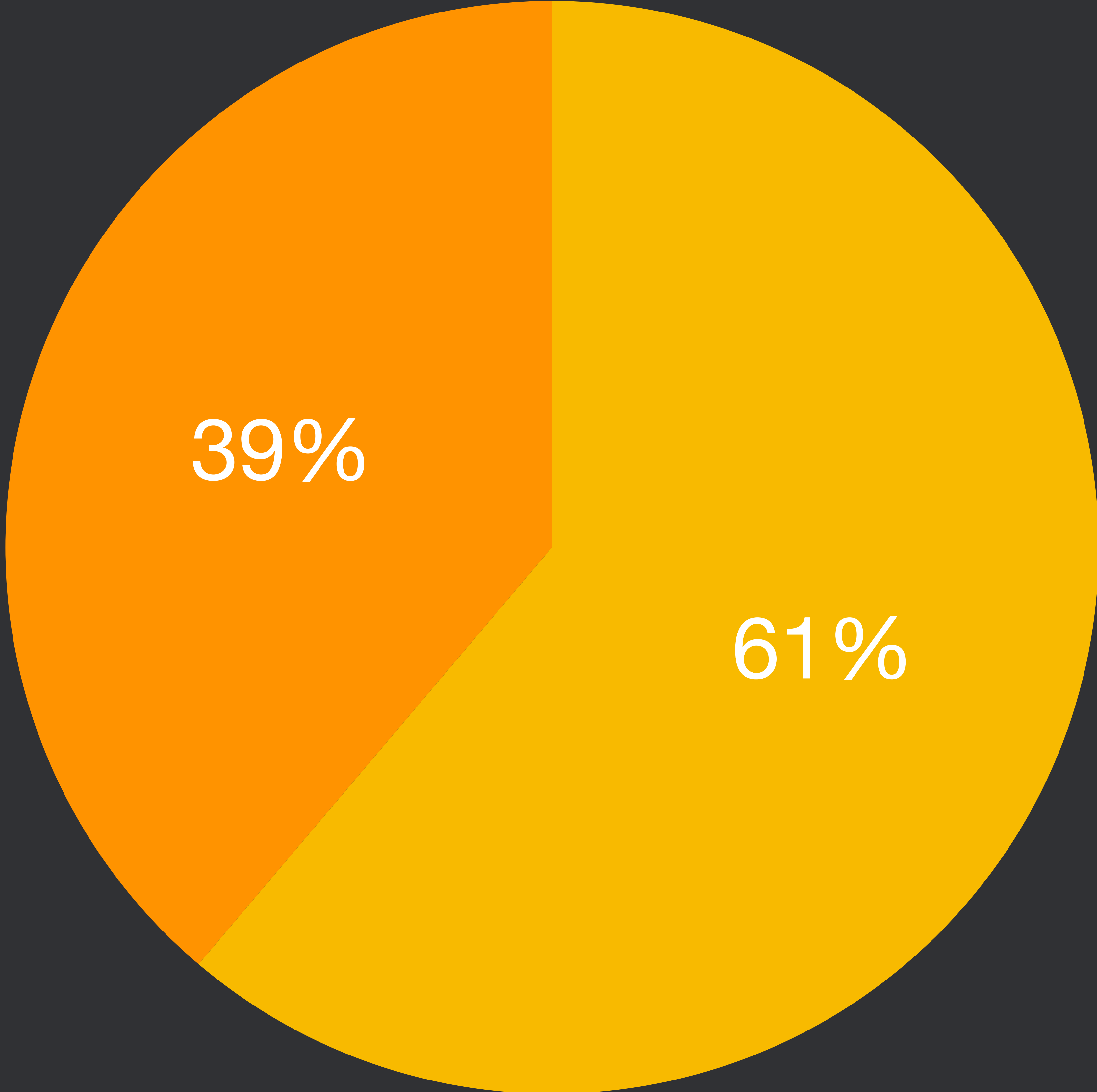
THE REST OF THE DATA:

The first 22 charts included some more detailed analysis and some level of intersection to help interpret and refine the results. The following charts are the raw data taken directly from survey - the task of further analysis is a time consuming one that we will try to follow up with as and when we have time. If there is a specific dataset within the following charts that you would like to analyse further - intersect it with nationality, office size, gender, professional membership or whatever other data point you think is interesting, then please get in touch on hello@lightcollective.net

We are happy to share the base data for specific segments for this purpose on the basis that you will share your results with us and the community at large. If you wish to copy and share any of the charts in this report then please feel free to do so. We ask you to comply with the accreditation and sharing as per the Creative Commons licence below.

The Women In Lighting, Global Gathering 2023 Data Visualisations © 2023 by Light Collective are licensed under CC BY-NC-SA 4.0

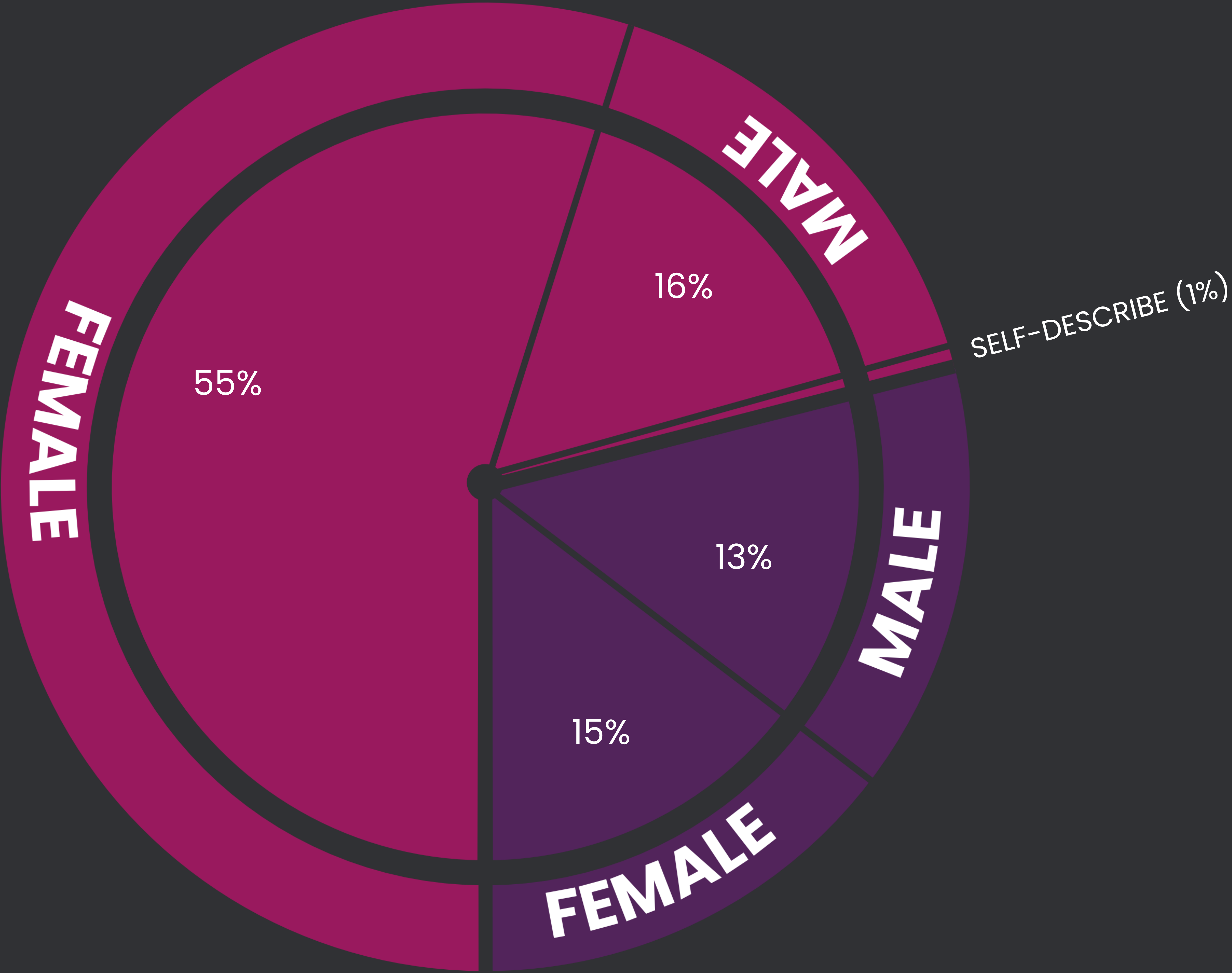
DO YOU HAVE CHILDREN LIVING AT HOME WITH YOU?



● NO

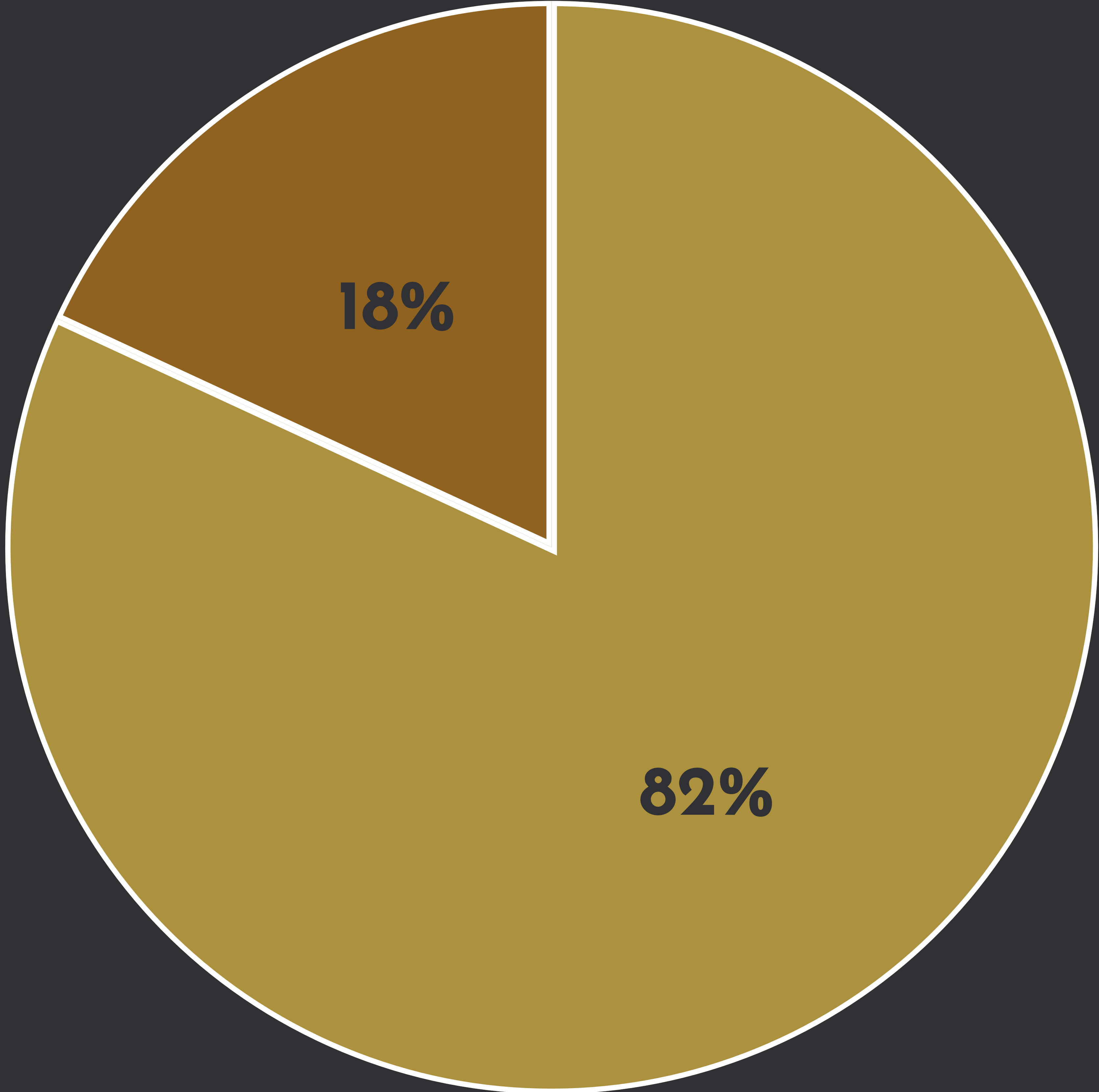
● YES

DO YOU HAVE OTHER PEOPLE WHO ARE DEPENDENT ON YOU?



● NO ● YES

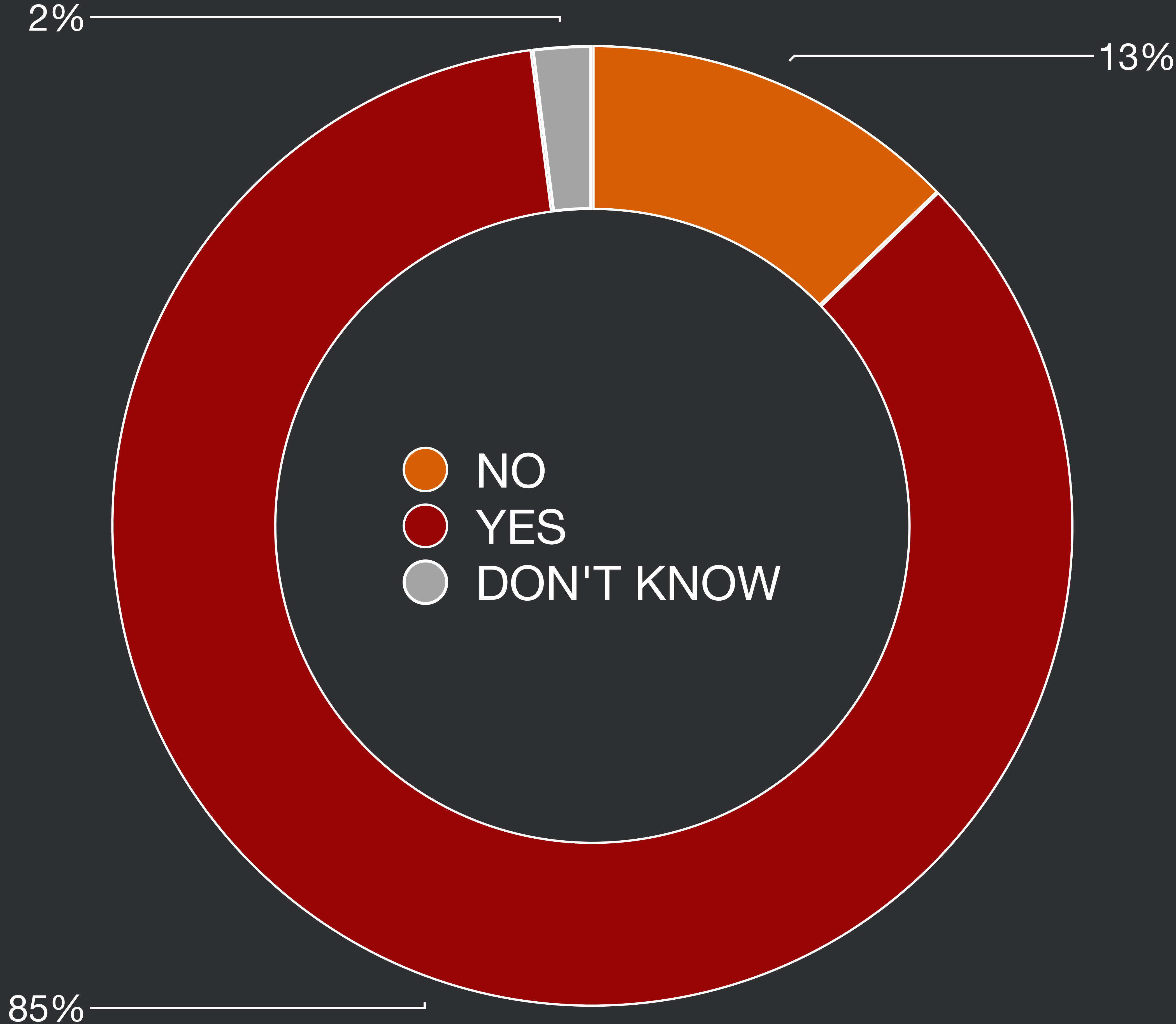
DO YOU LIVE IN A CITY?



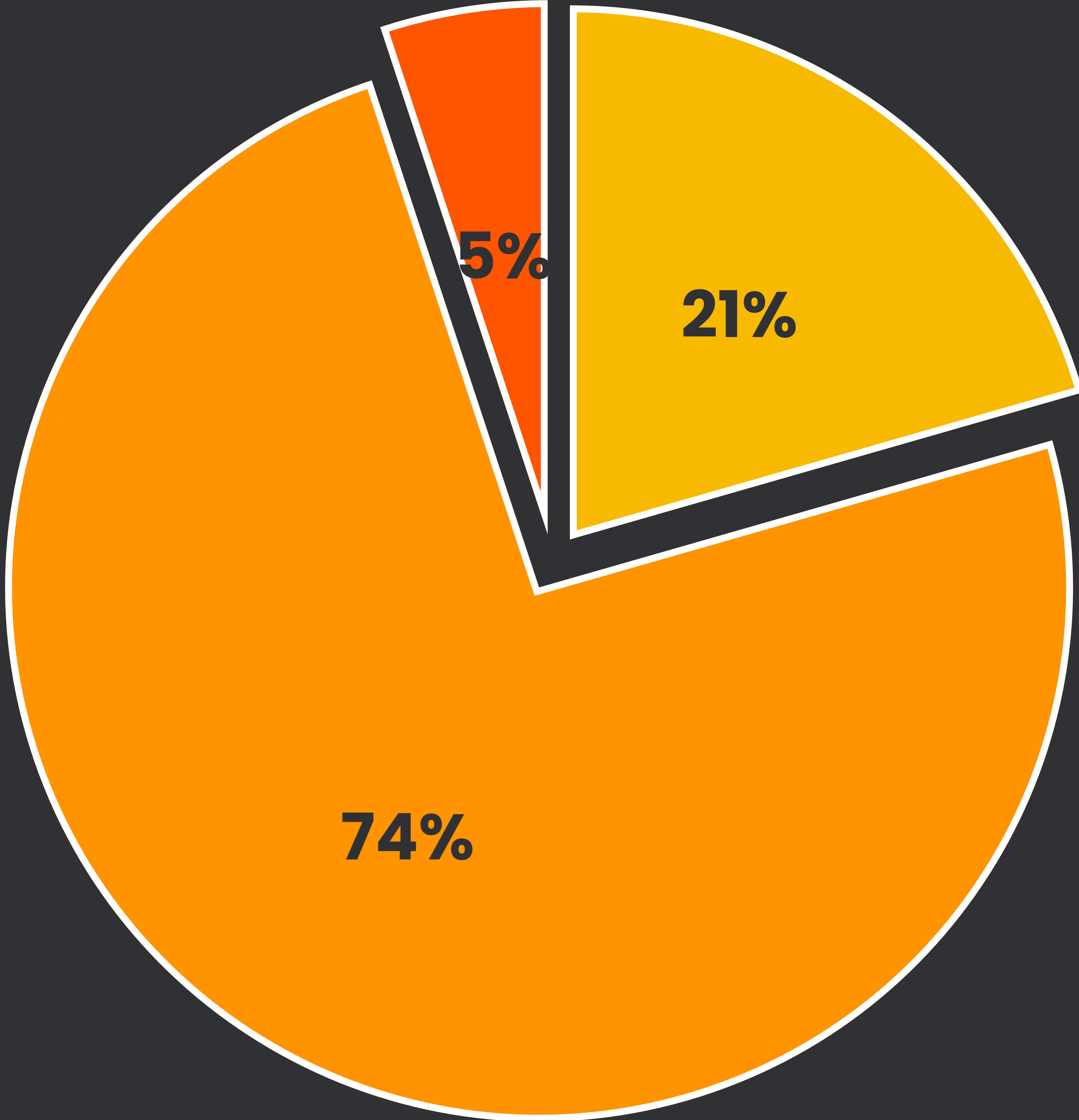
○ NO

○ YES

WOULD YOU SAY THERE IS AN ESTABLISHED LIGHTING DESIGN PROFESSION IN YOUR COUNTRY?

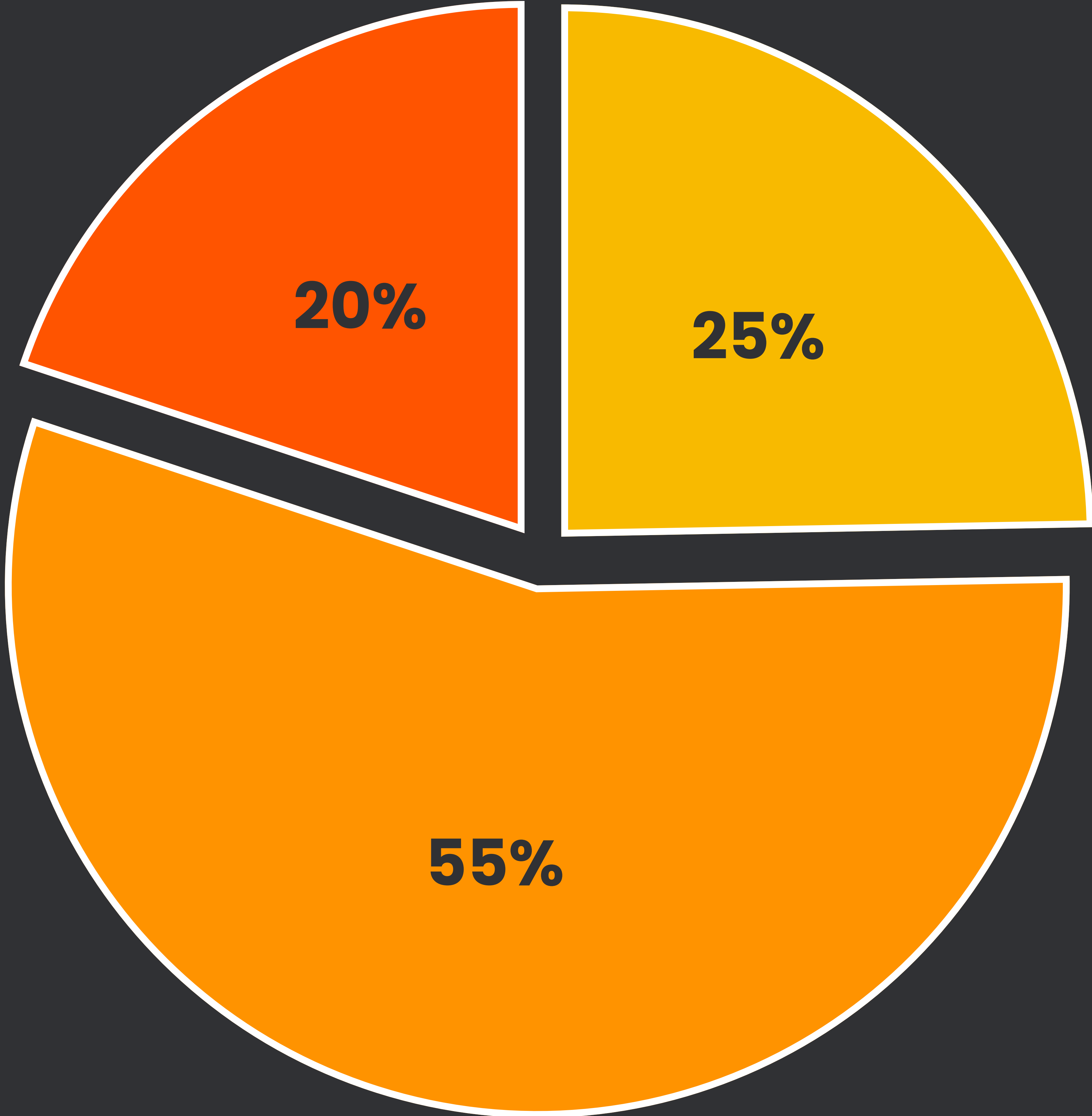


IS THERE ANY FORMAL LIGHTING EDUCATION IN YOUR COUNTRY?



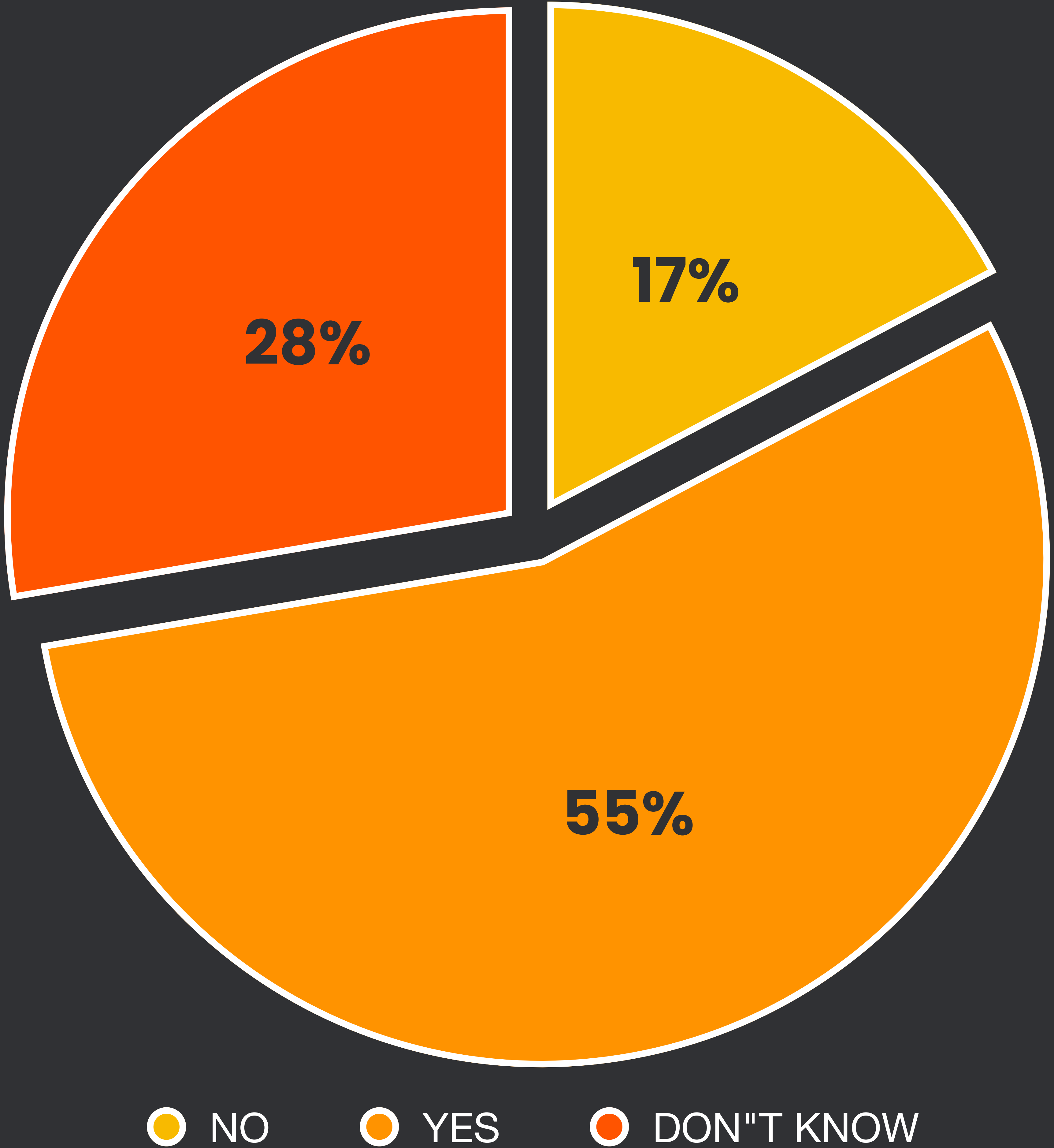
● NO ● YES ● DON'T KNOW

ARE THERE ANY DARK SKY POLICIES IN YOUR COUNTRY?

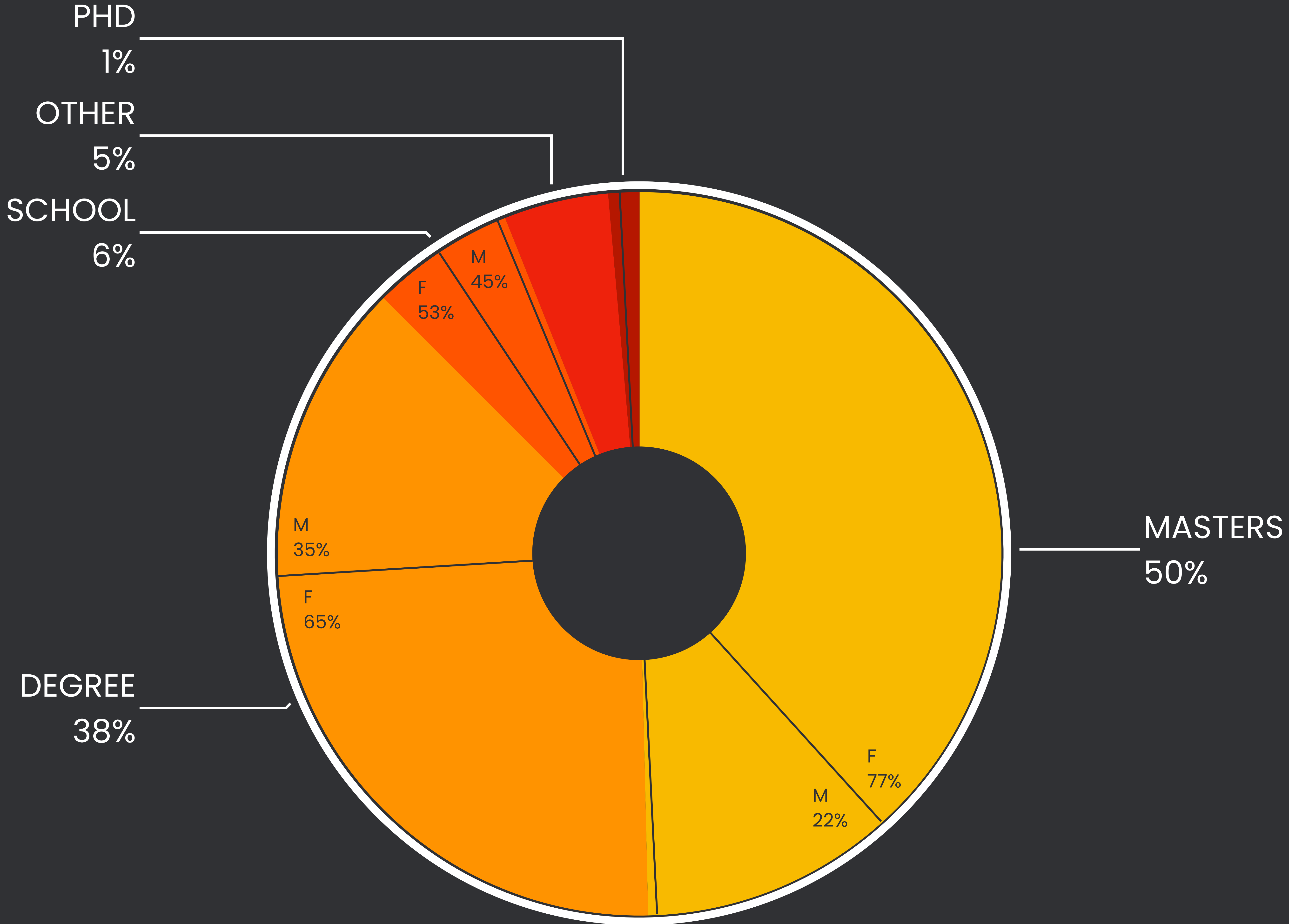


● NO ● YES ● DON'T KNOW

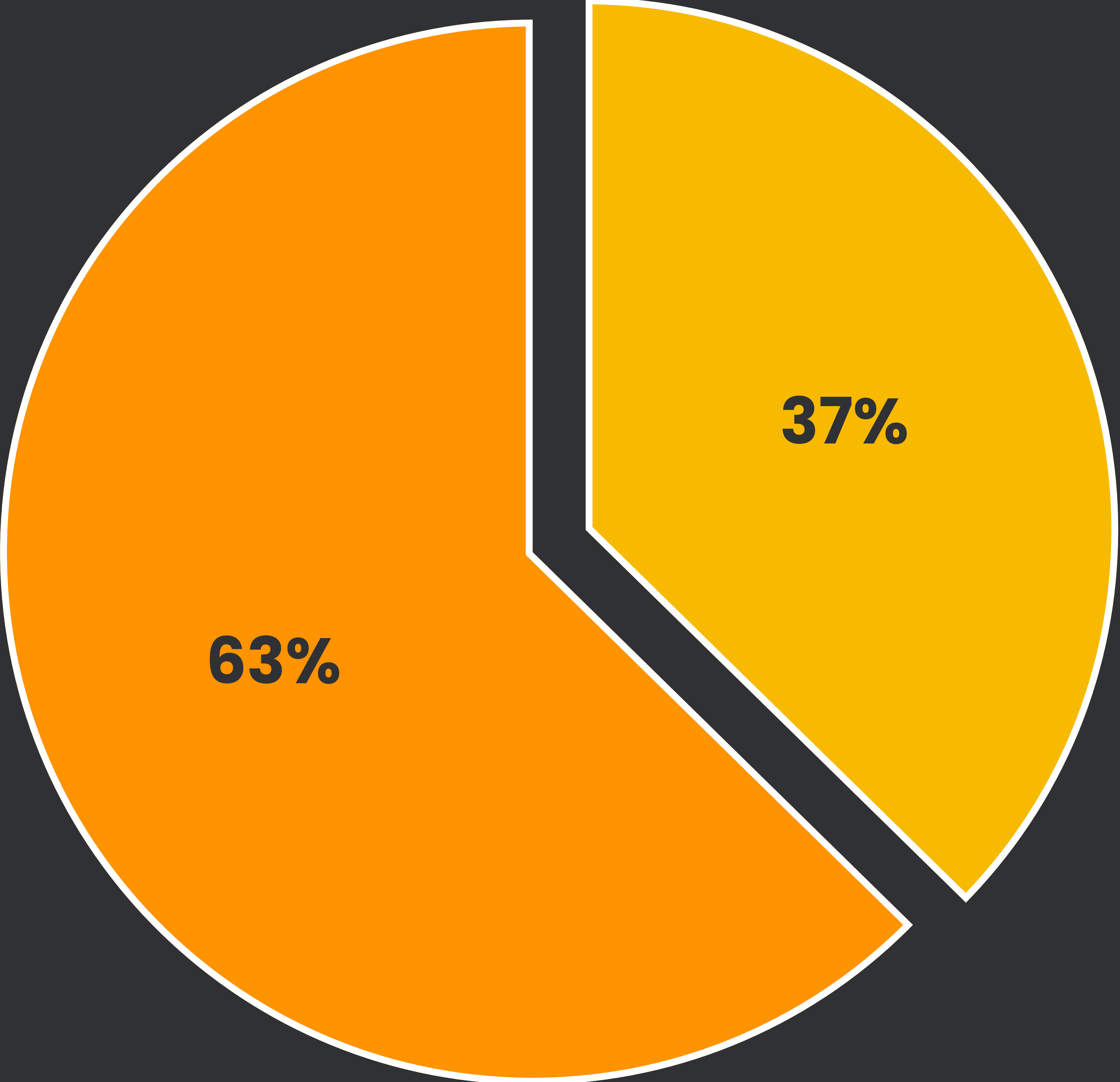
DOES YOUR COUNTRY HAVE ANY RECOGNISED DARK SKY SPACES?



WHAT IS THE HIGHEST LEVEL OF EDUCATION YOU HAVE UNDERTAKEN?



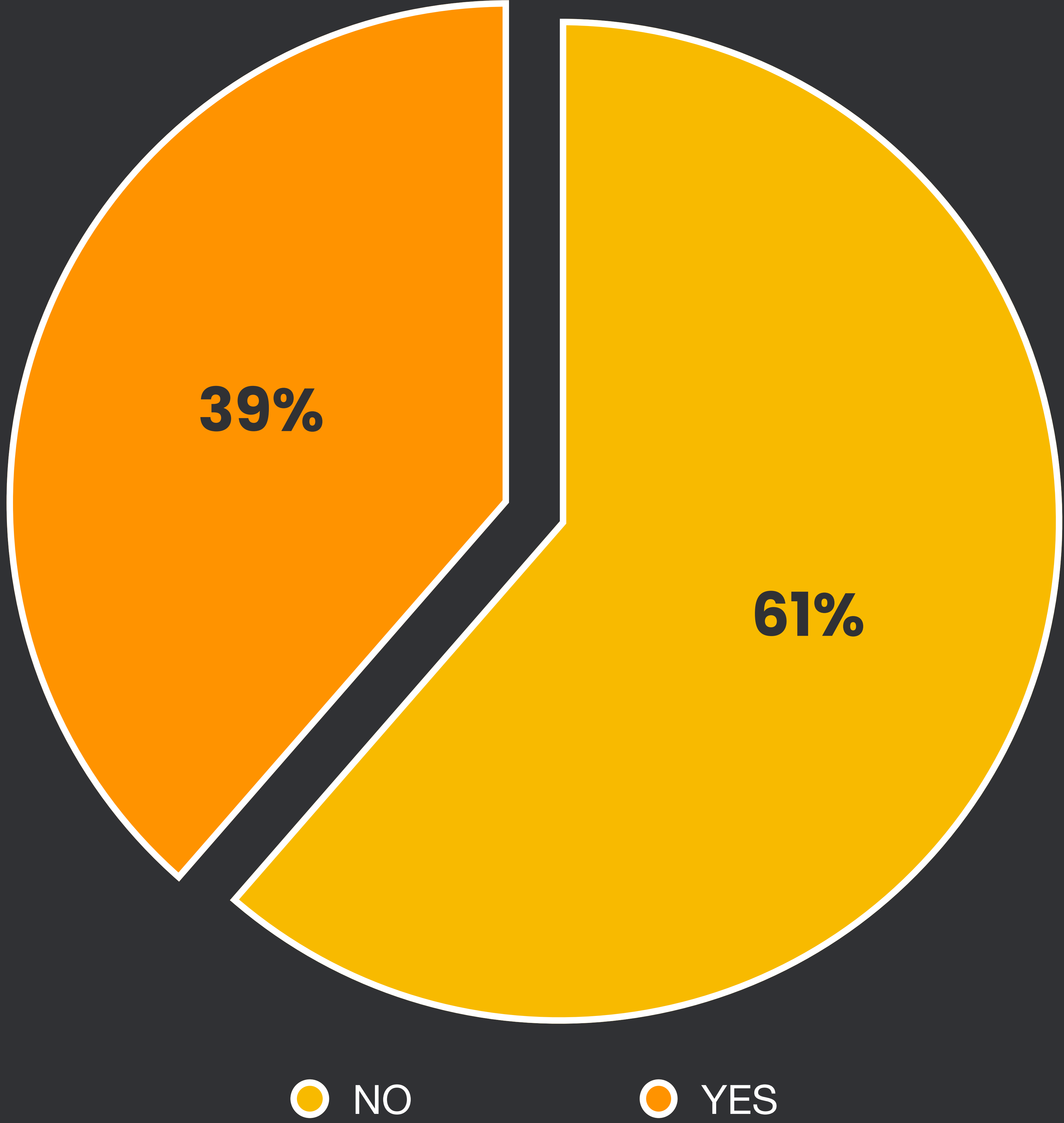
DO YOU HAVE ANY OTHER LIGHTING RELATED QUALIFICATIONS?



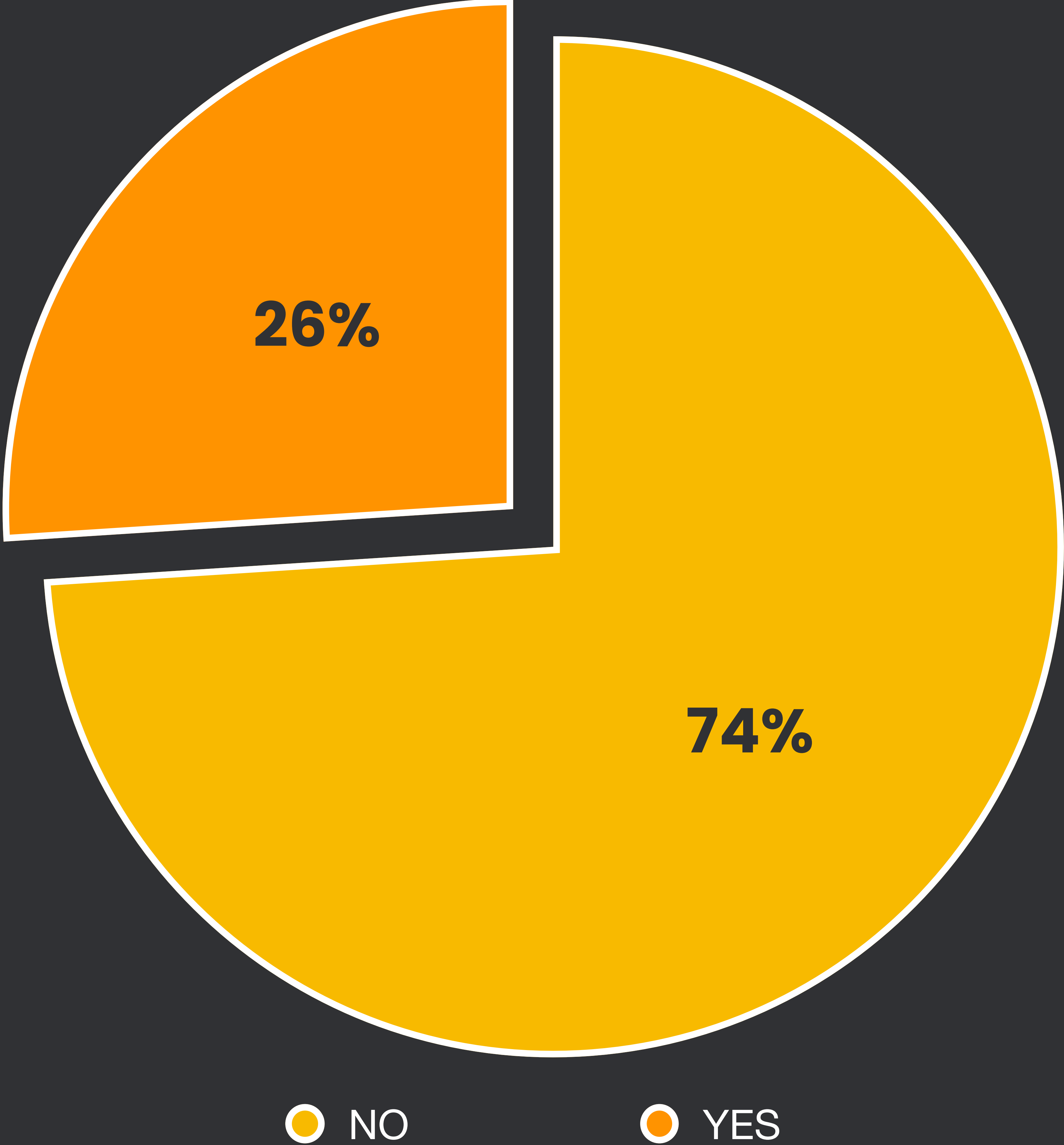
● NO

● YES

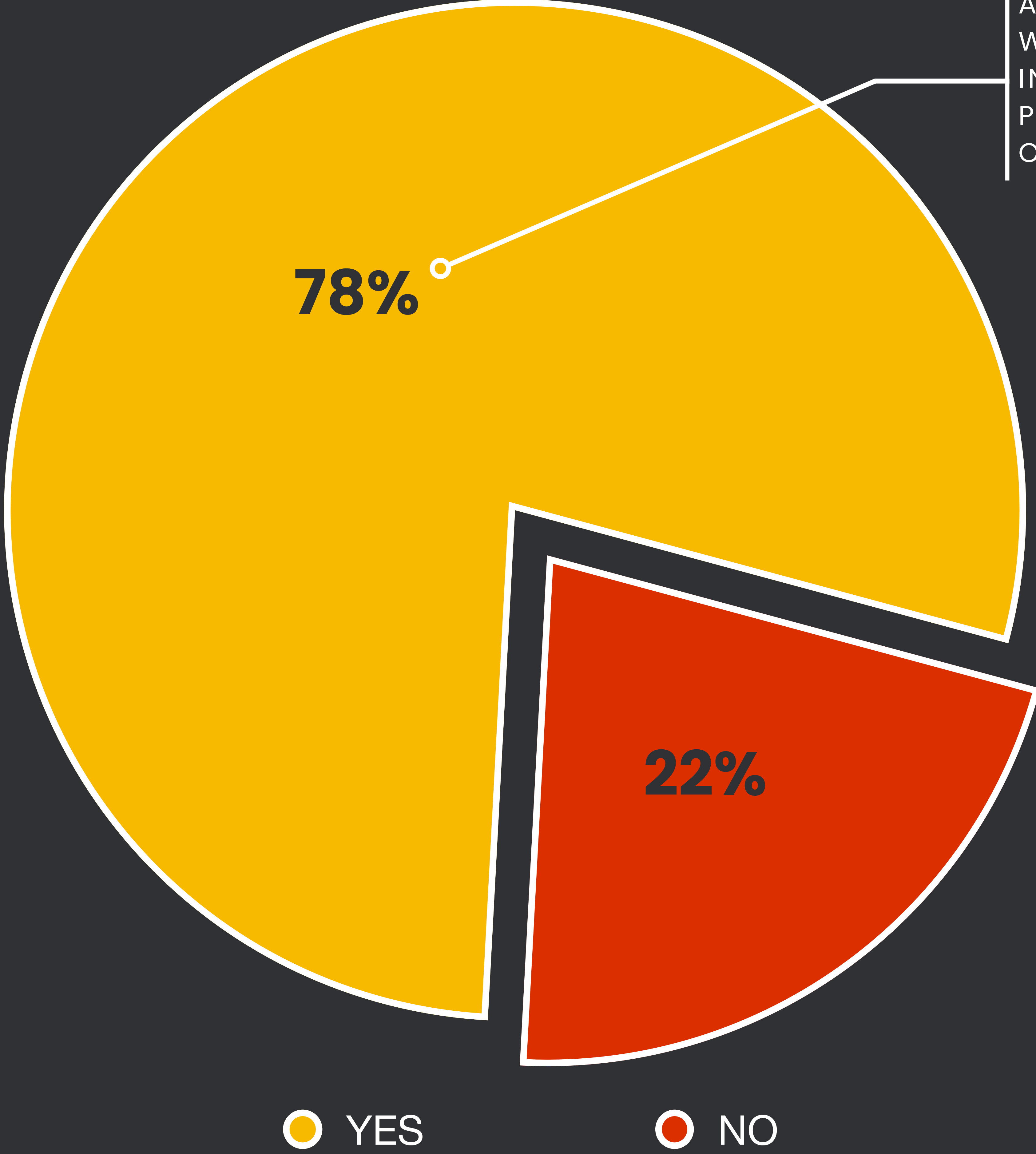
ARE YOU PLANNING TO TAKE ANY OTHER LIGHTING RELATED QUALIFICATIONS?



ARE YOU PLANNING TO TAKE ANY OTHER NON-LIGHTING RELATED QUALIFICATIONS?

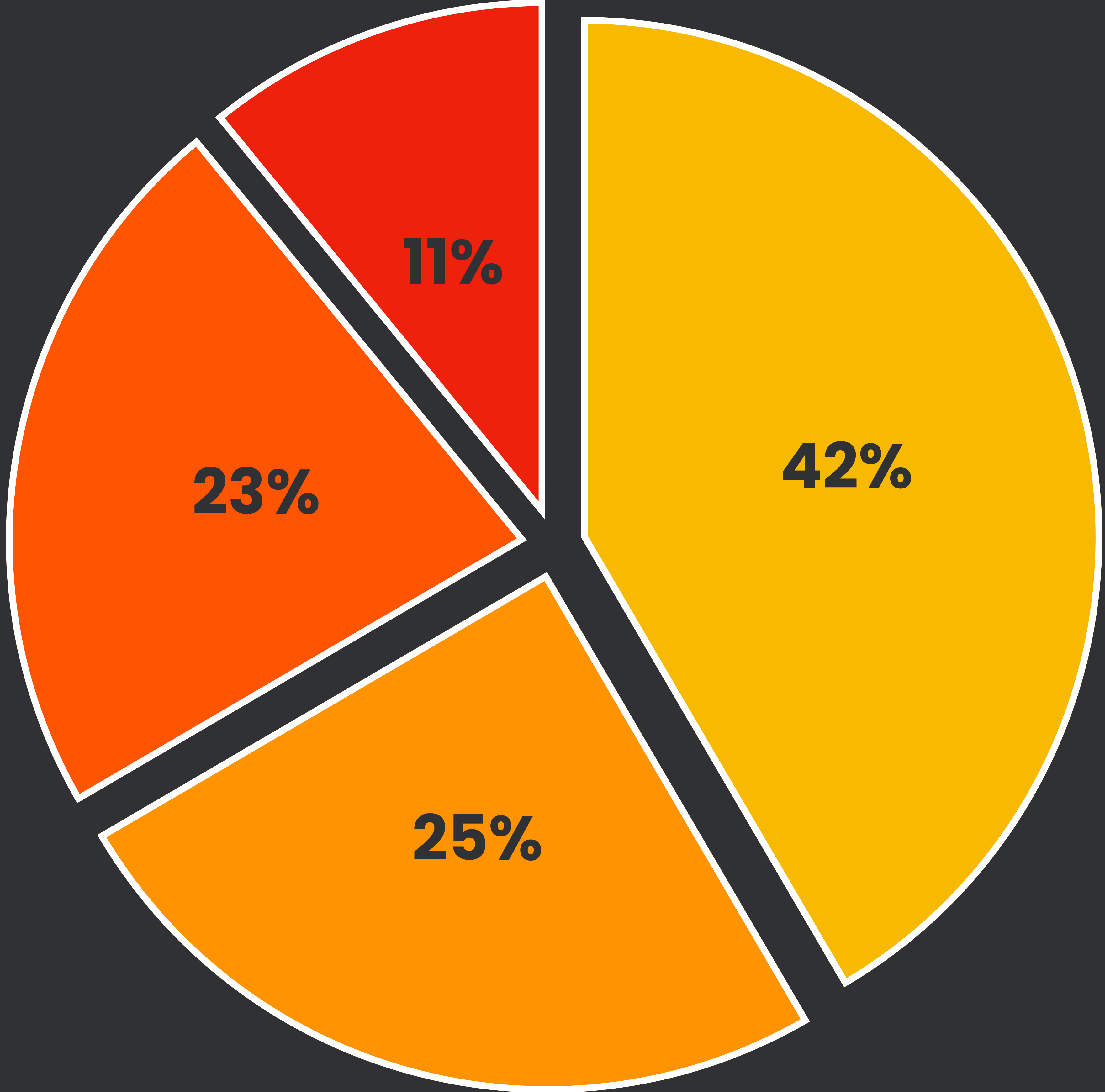


DO YOU PLACE ANY VALUE ON THE ROLE OF A FORMAL MENTOR IN YOUR CAREER?



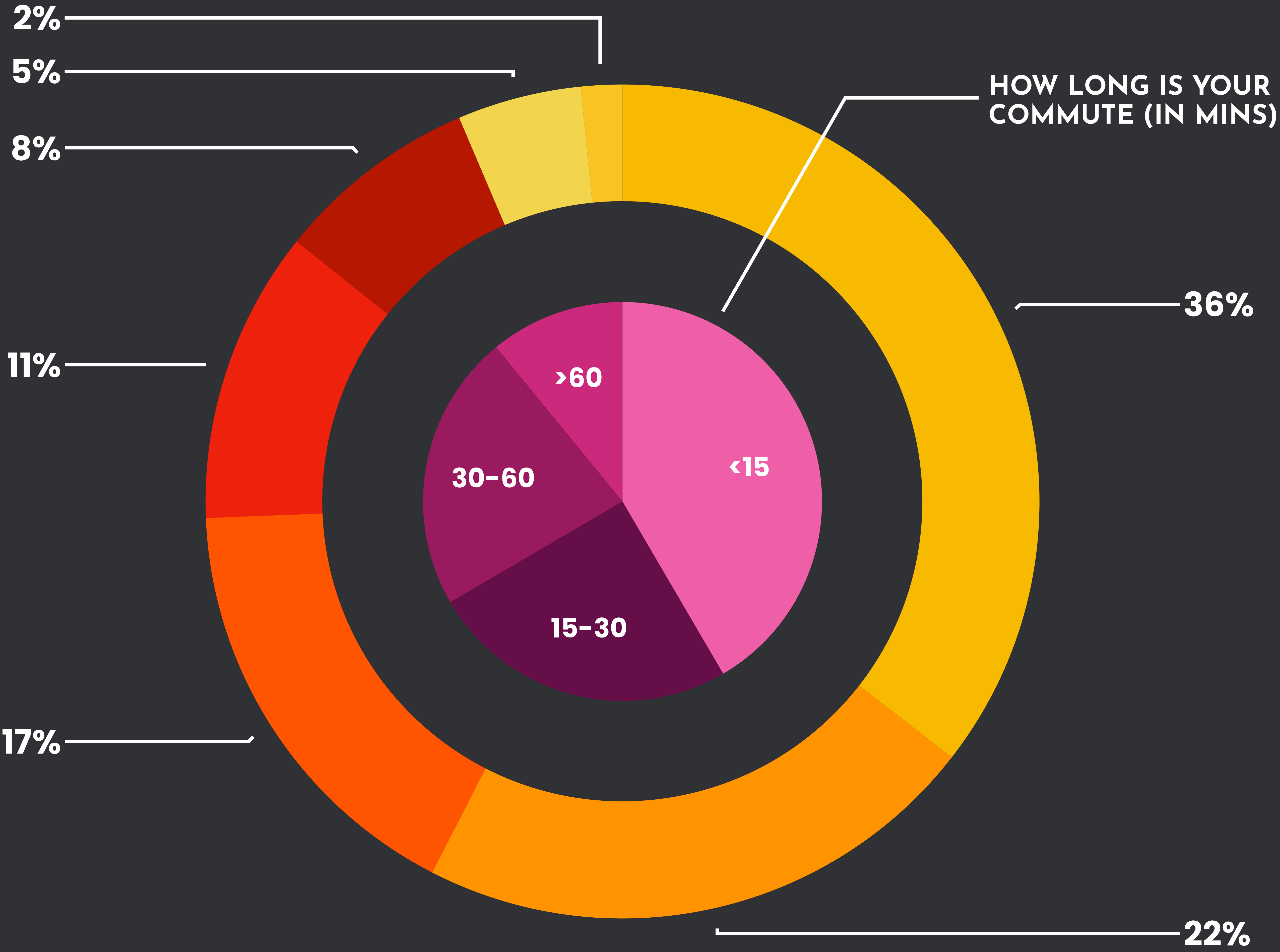
APPROXIMATELY 80% OF THE 78% WHO VALUE A FORMAL MENTOR IN THEIR CAREER HAVE NO PREFERENCE AS TO THE GENDER OF THE MENTOR.

HOW LONG IS YOUR COMMUTE TO WORK?



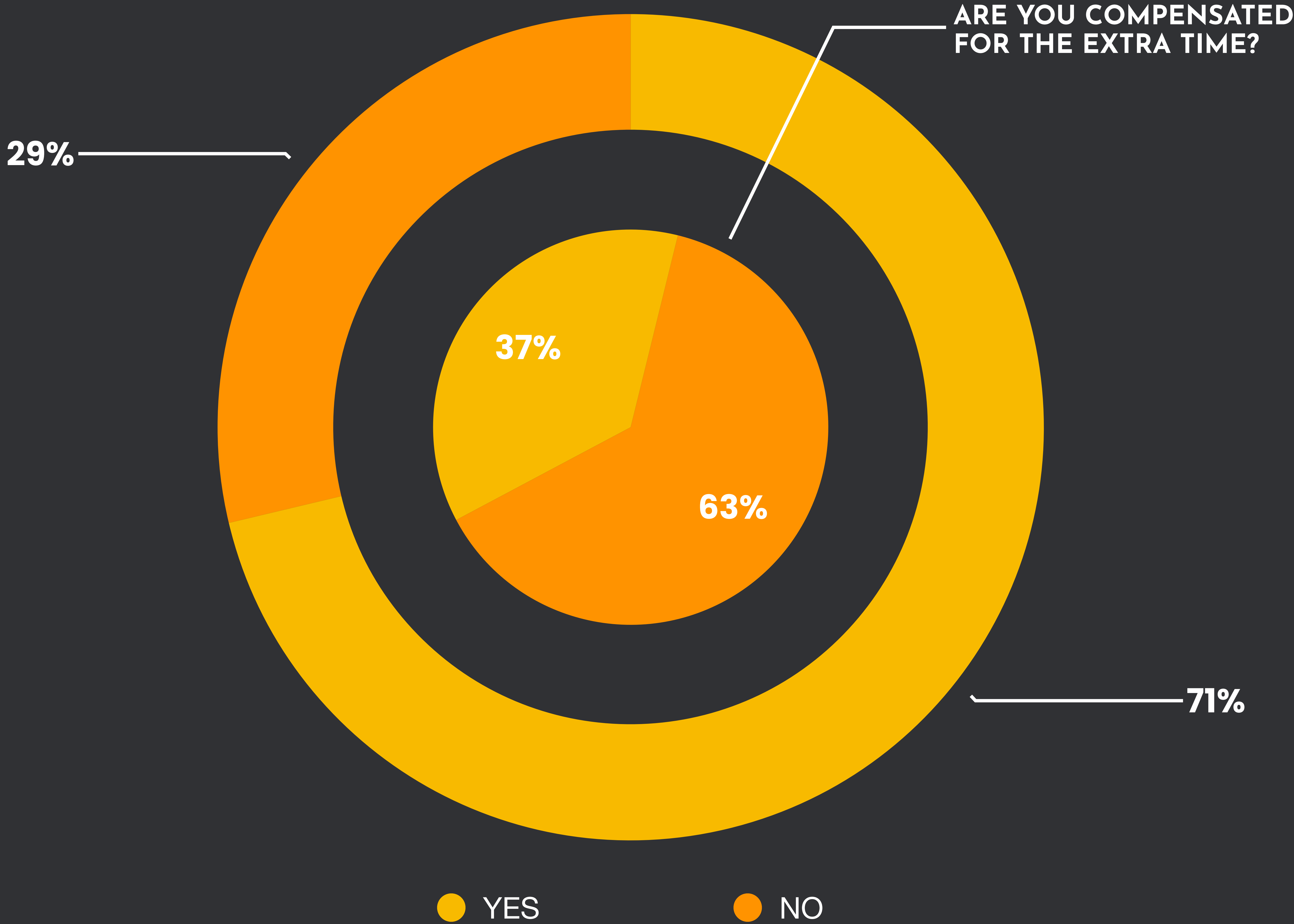
● <15 MINS ● 15-30 MINS ● 30-60 MINS ● >60 MINS

HOW DO YOU COMMUTE TO WORK?

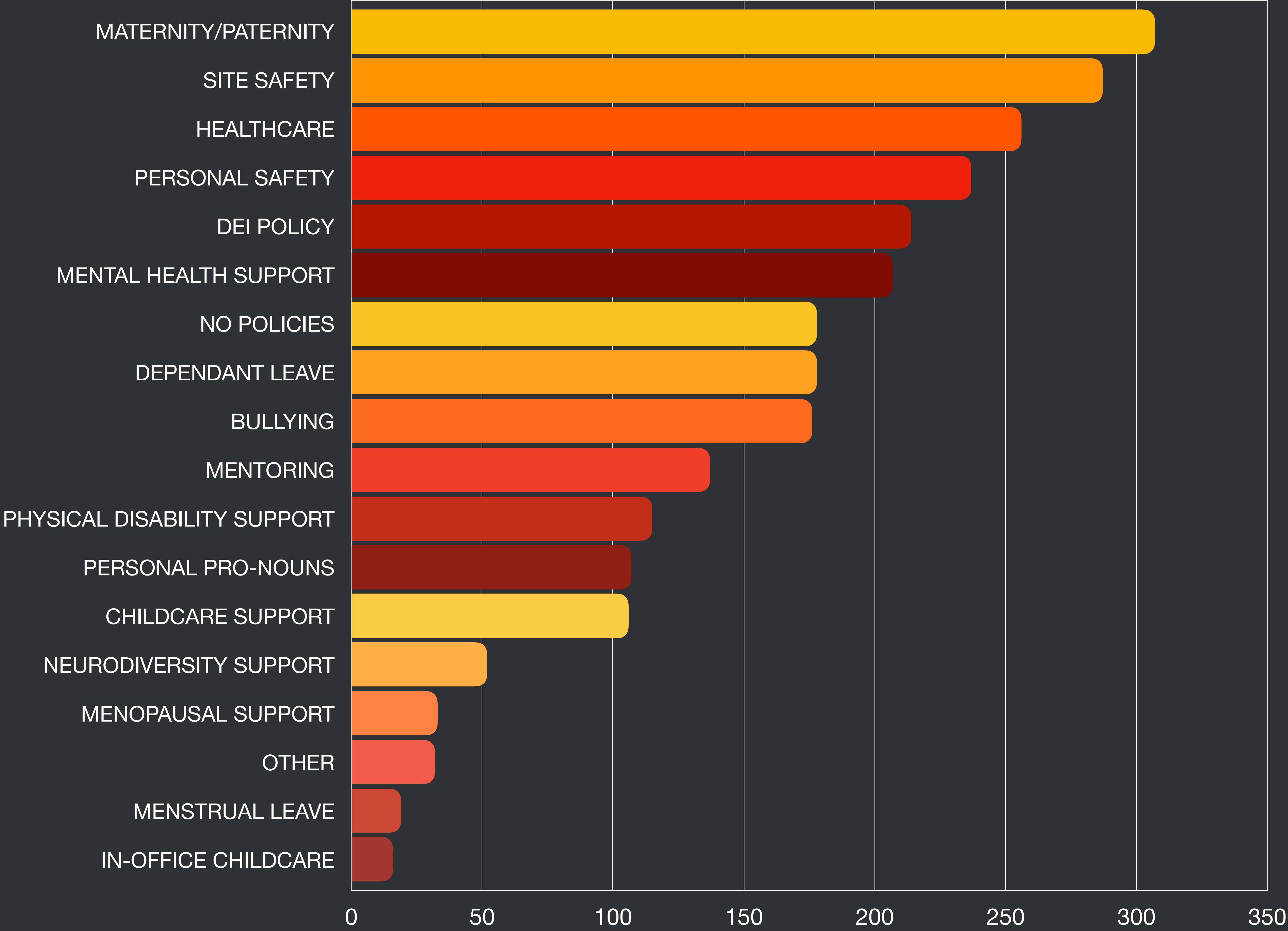


- CAR
- BUS/TRAIN
- WALK
- MIX
- CYCLE
- OTHER
- MOTORBIKE

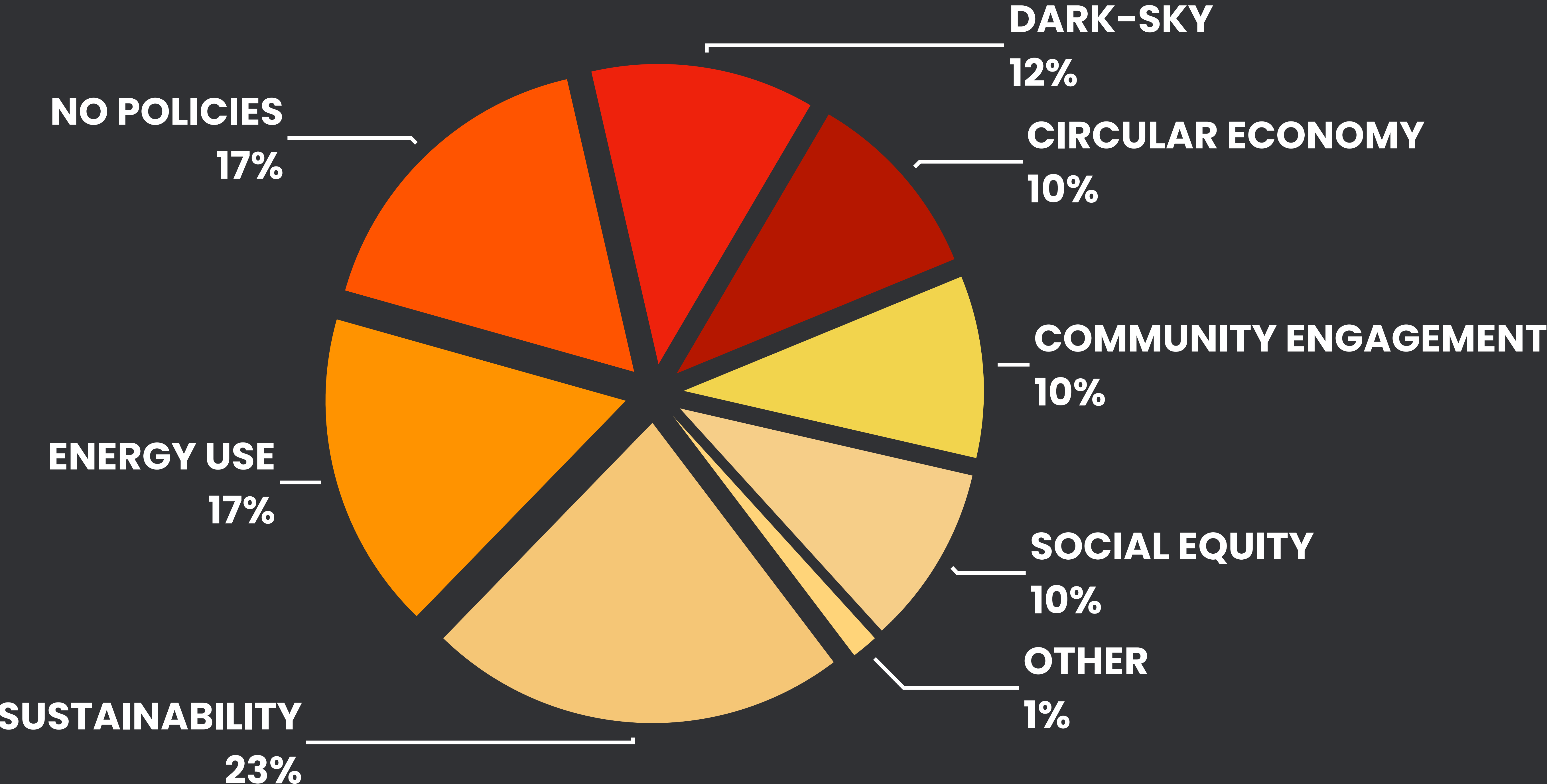
DO YOU REGULARLY WORK EXTRA HOURS?



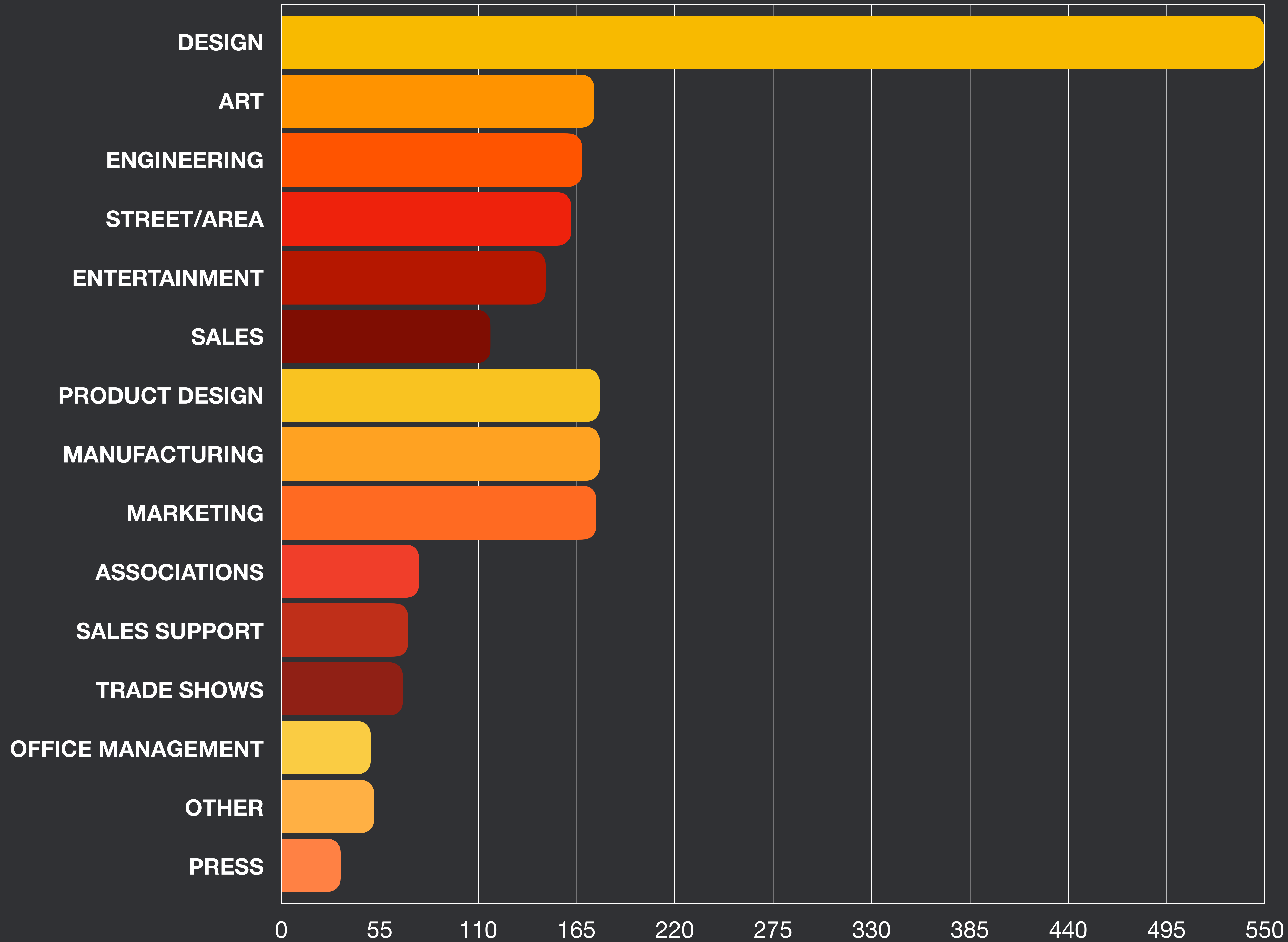
DOES YOUR COMPANY HAVE A PUBLISHED APPROACH TO ANY OF THE FOLLOWING?



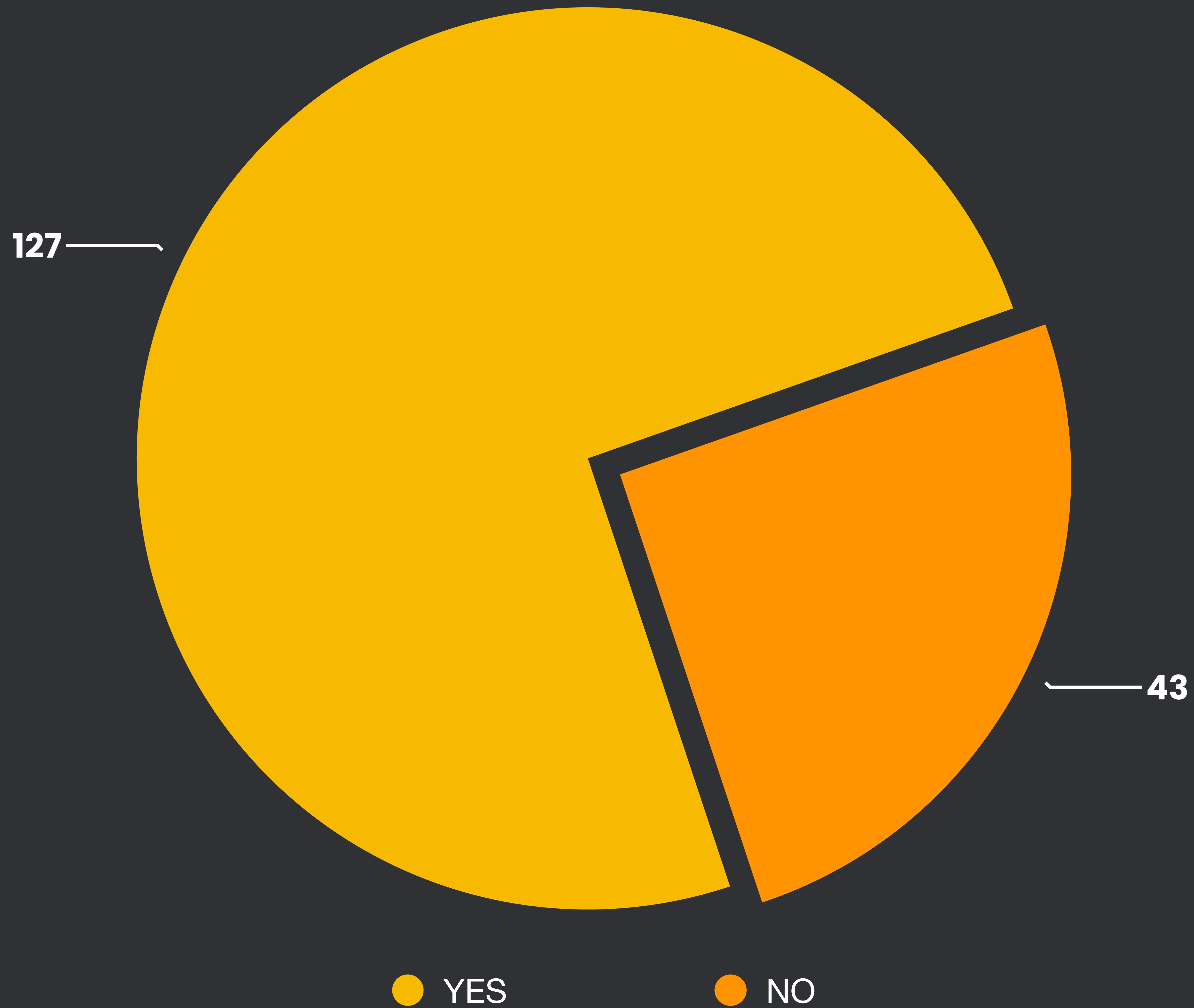
DOES YOUR COMPANY HAVE ANY SPECIFIC POLICIES FOR PROJECTS?



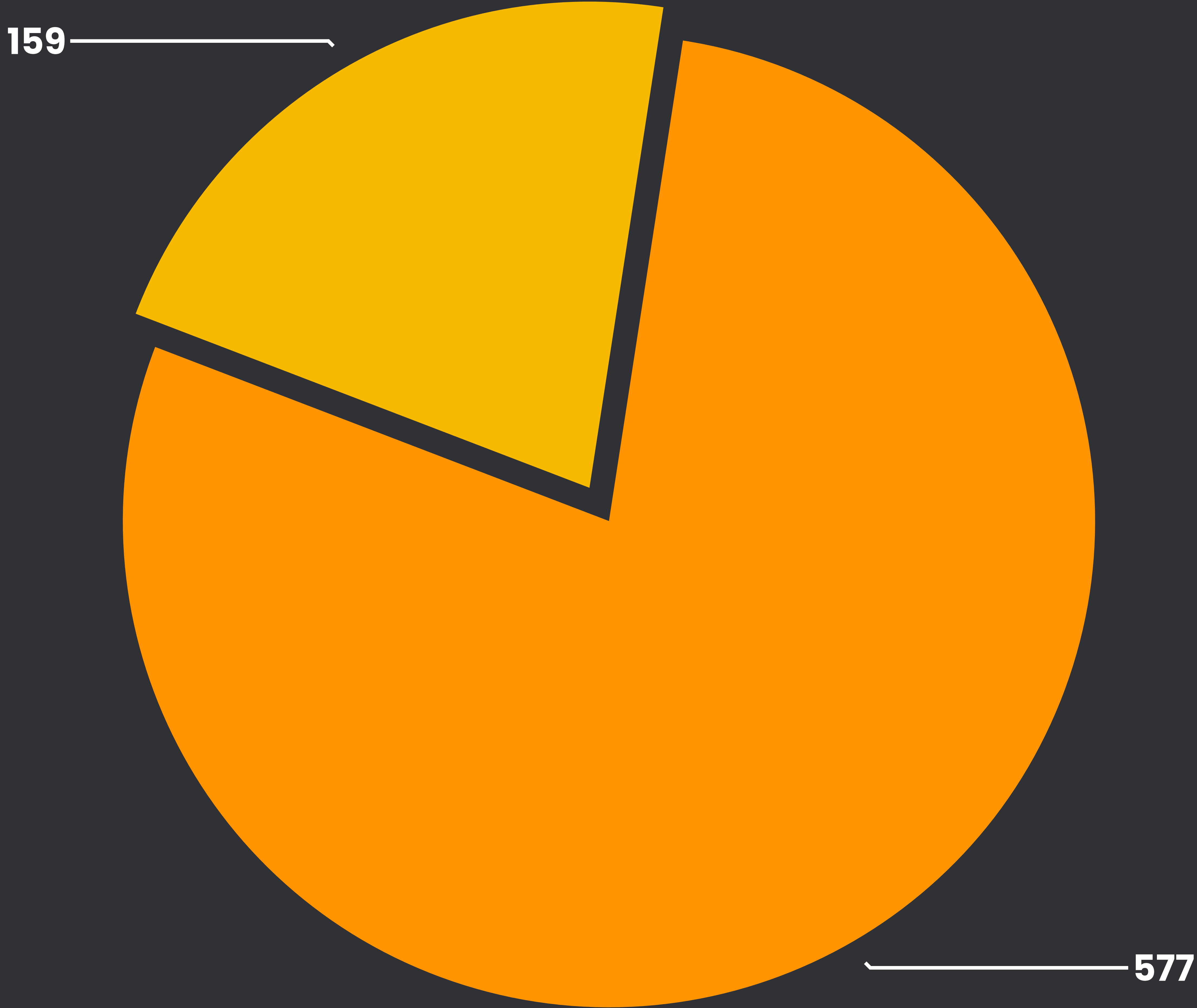
WHAT SECTOR OF LIGHTING DO YOU WORK IN?



ARE YOU AN INDEPENDENT LIGHTING DESIGNER?



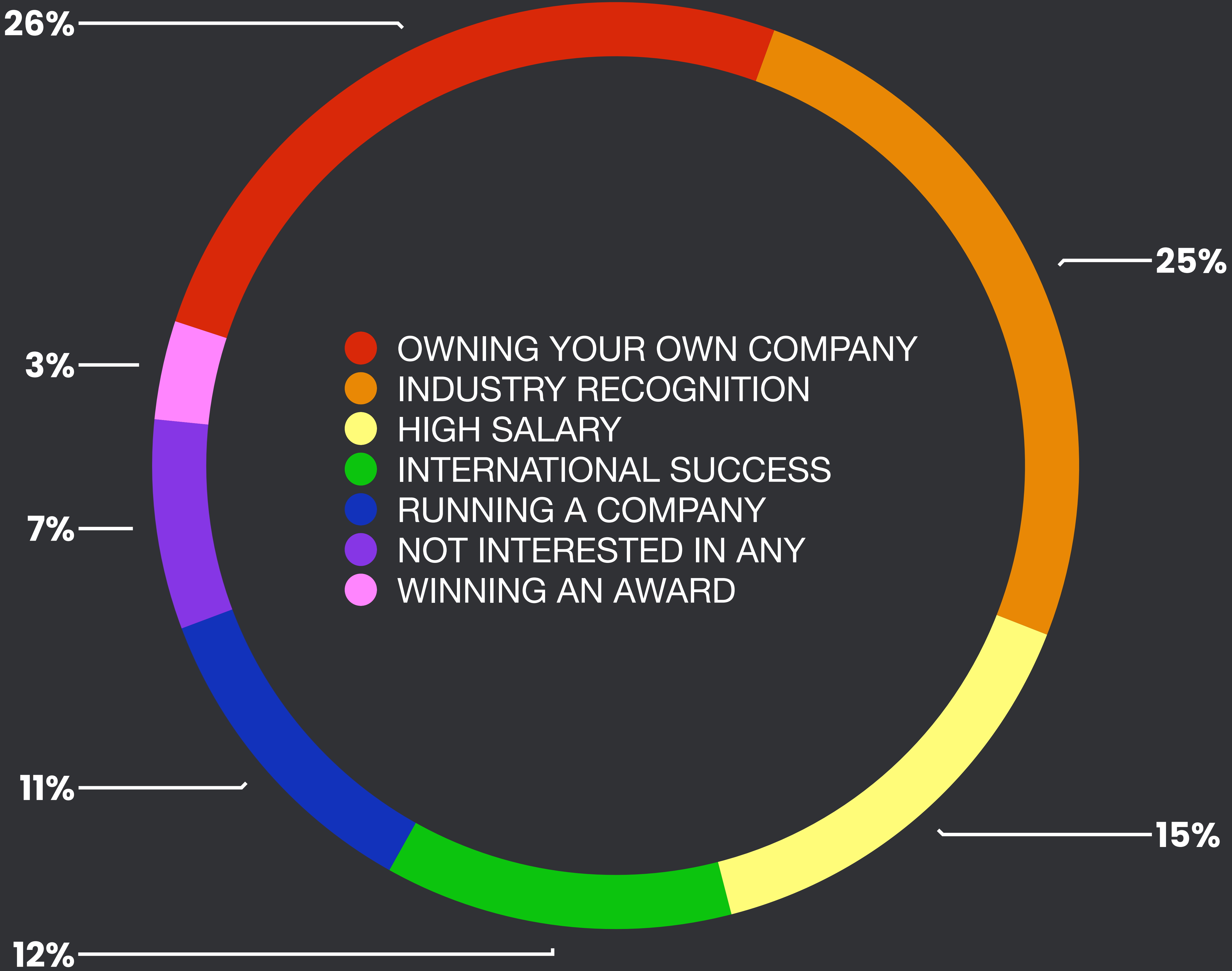
DO YOU HAVE A SECOND JOB?



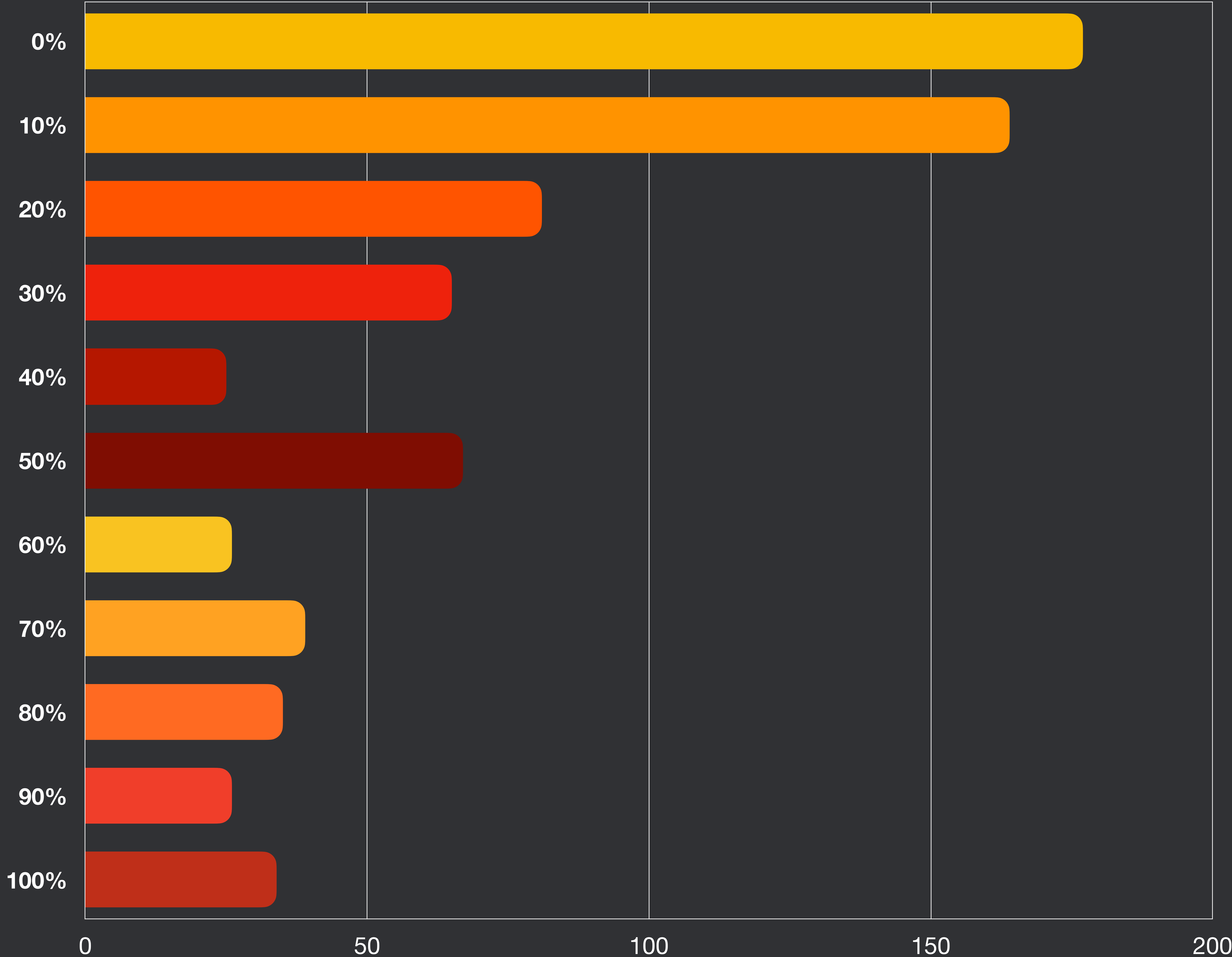
● YES

● NO

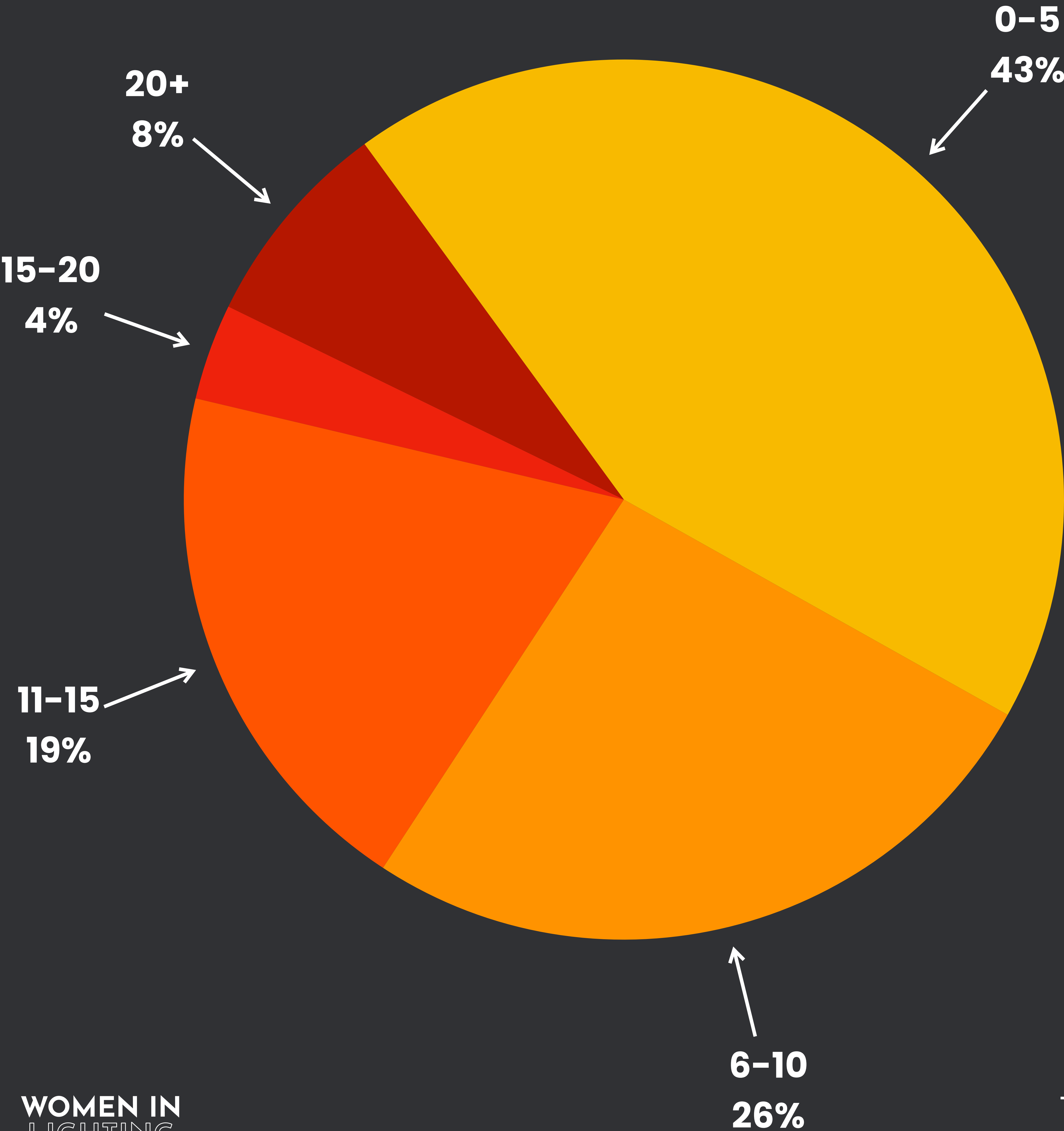
WHAT IS YOUR MOST IMPORTANT GOAL?



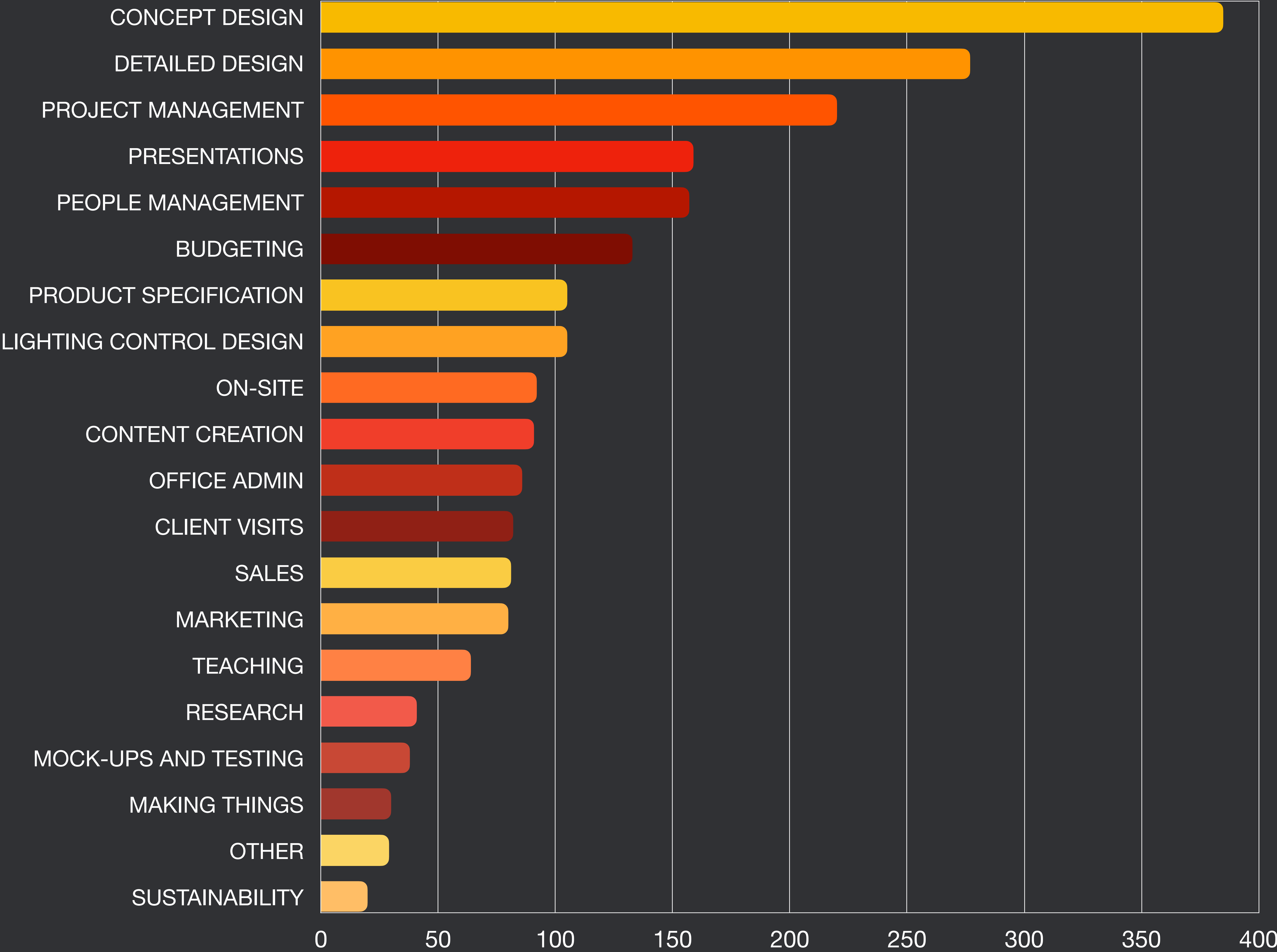
WHAT PERCENTAGE OF YOUR WORK IS INTERNATIONAL?



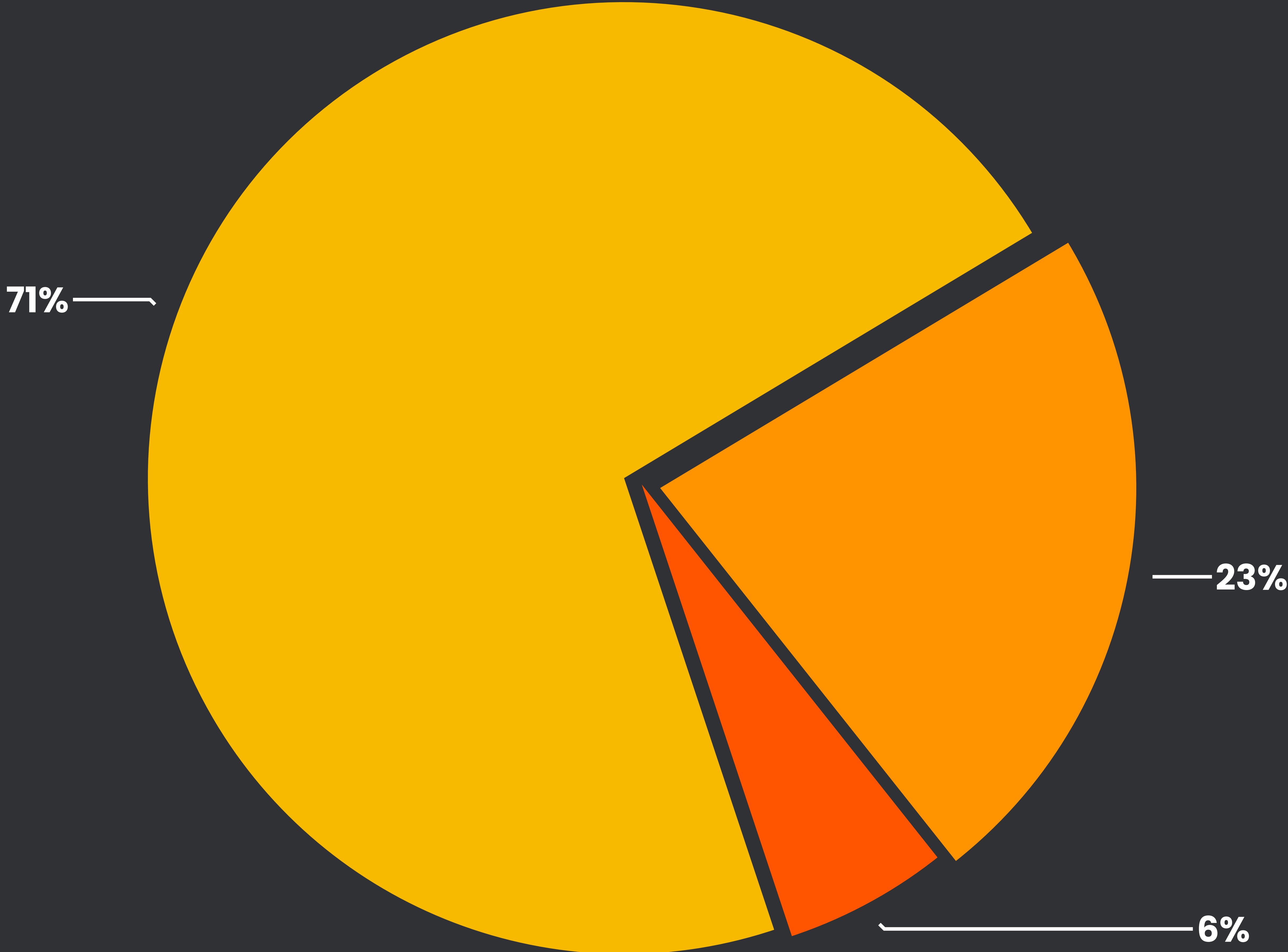
HOW MANY PROJECTS DO YOU NORMALLY WORK ON AT THE SAME TIME?



WHAT ARE YOUR MOST FREQUENT DAILY ACTIVITIES?



PC OR MAC - WHAT COMPUTER DO YOU USE?



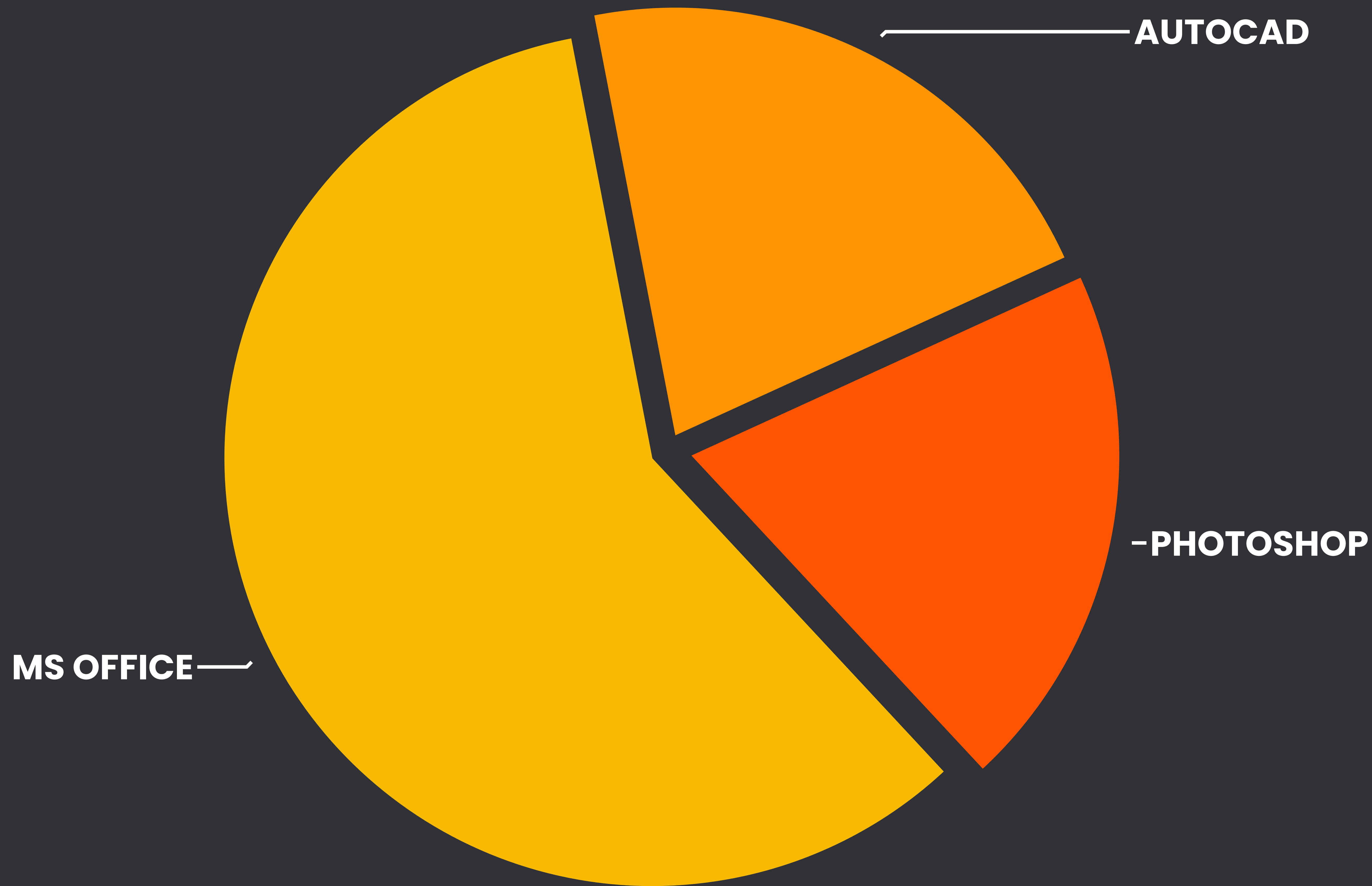
● PC ● MAC ● OTHER

TOP THREE LIGHTING SPECIFIC SOFTWARE TOOLS?



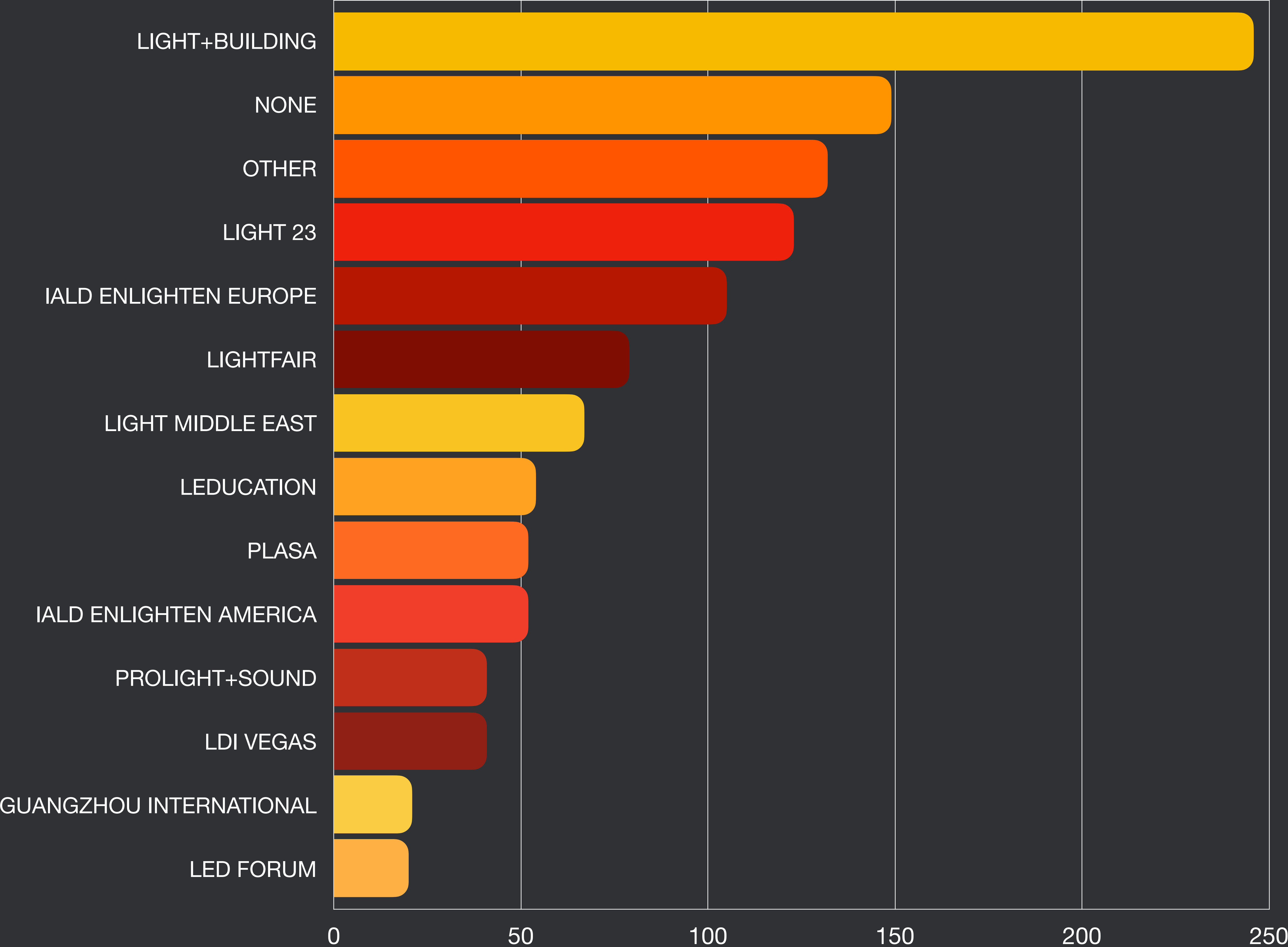
OTHER POPULAR RESPONSES THAT DIDN'T MAKE THE TOP THREE INCLUDED: PHOTOSHOP, AUTOCAD, VECTORWORKS AND REVIT.

TOP THREE NON-LIGHTING SPECIFIC SOFTWARE TOOLS?

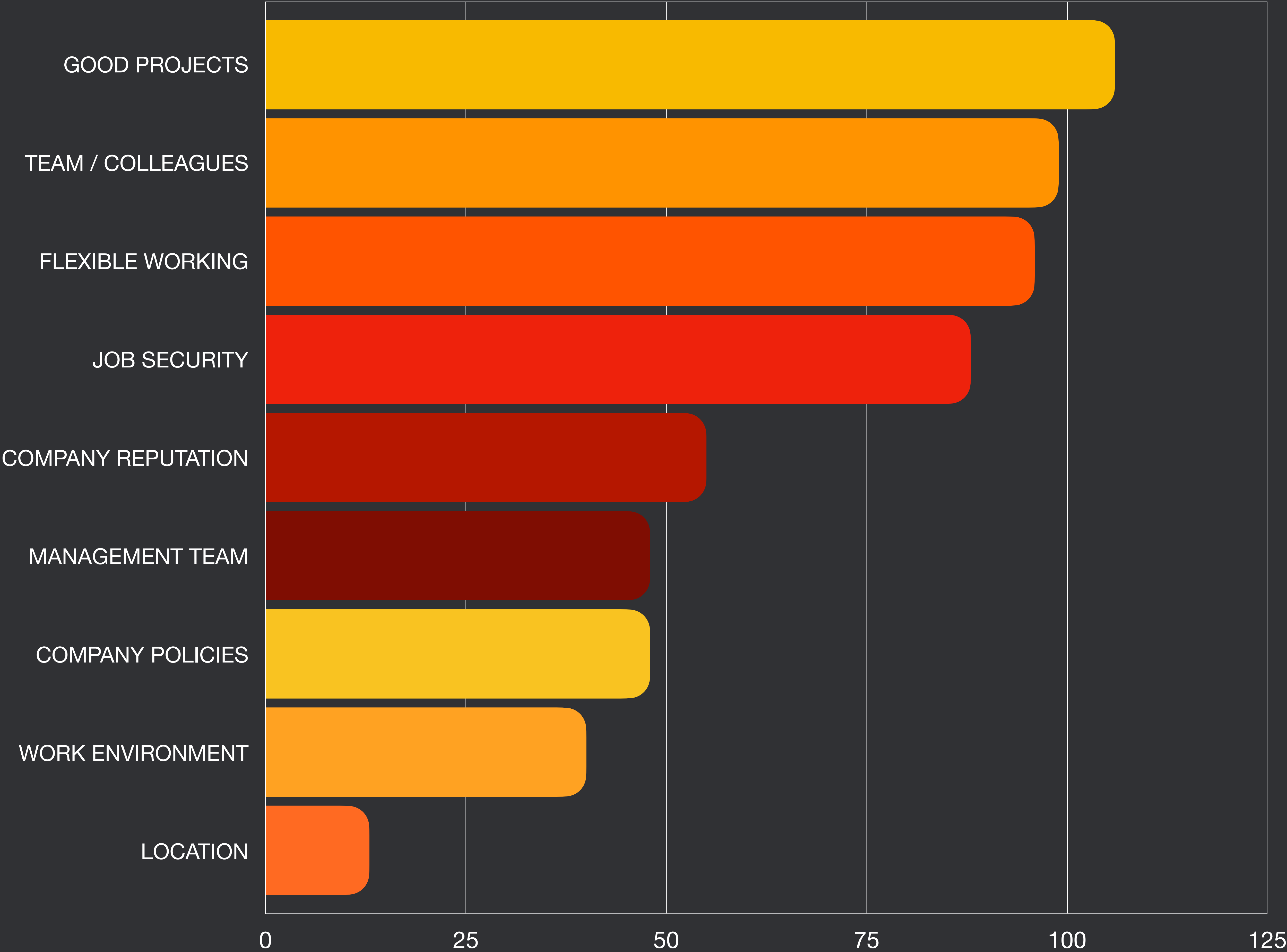


WITHIN MS OFFICE, EXCEL WAS THE HIGHEST SINGLE APPLICATION USED.

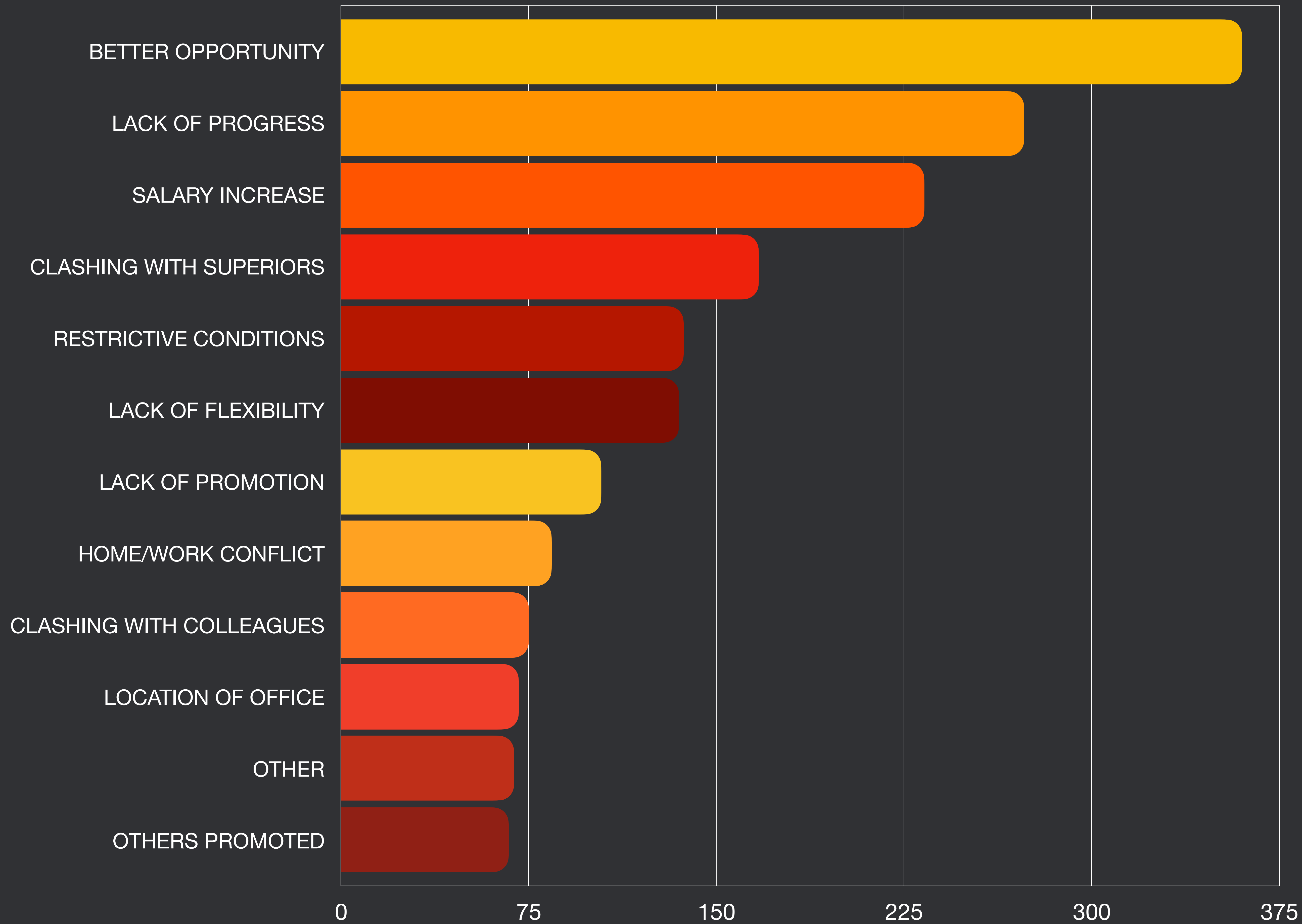
WHAT IN-PERSON EVENTS ARE YOU PLANNING ON ATTENDING?



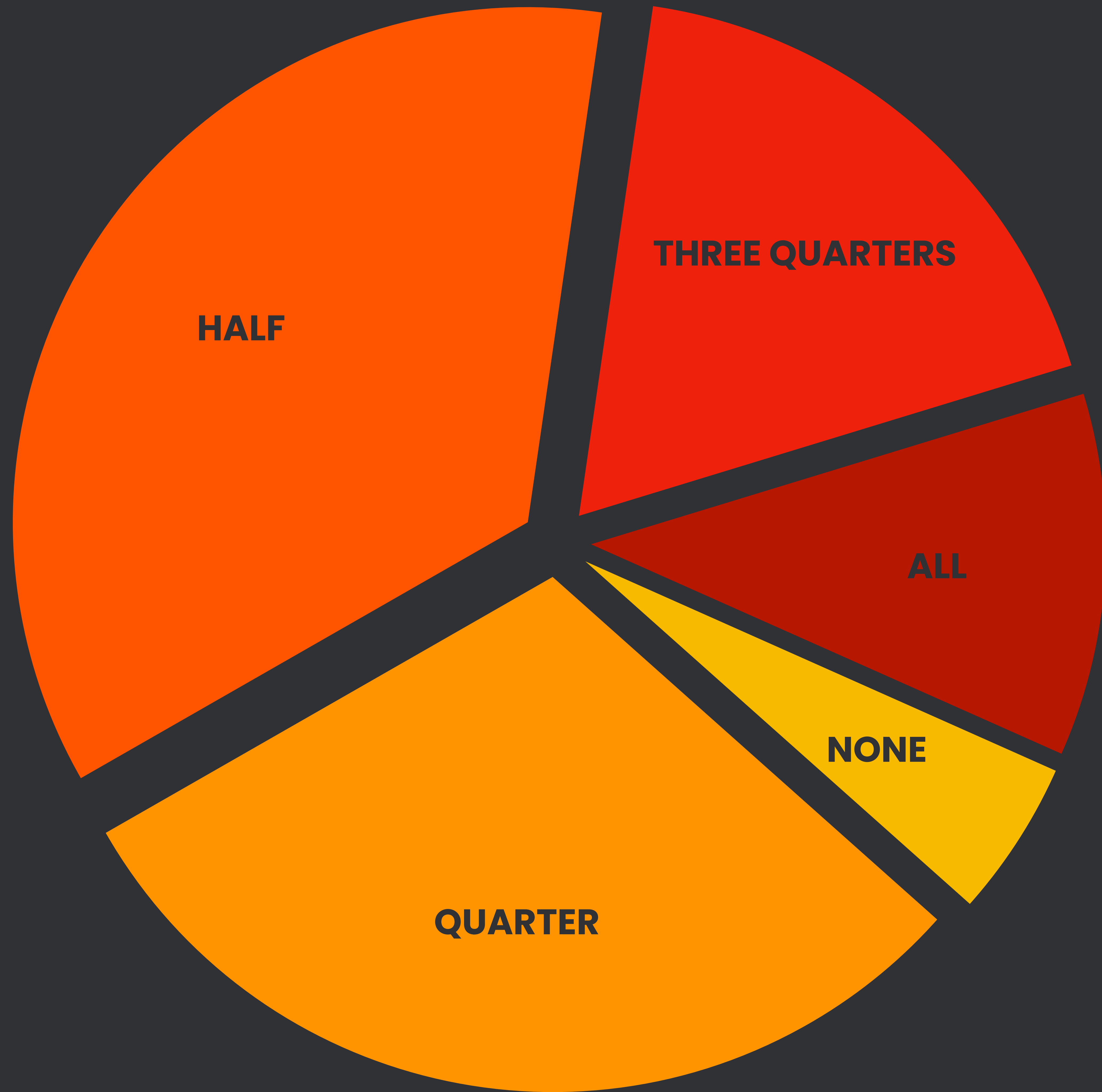
WHAT IS MOST IMPORTANT TO YOU ABOUT THE COMPANY WHERE YOU WORK?



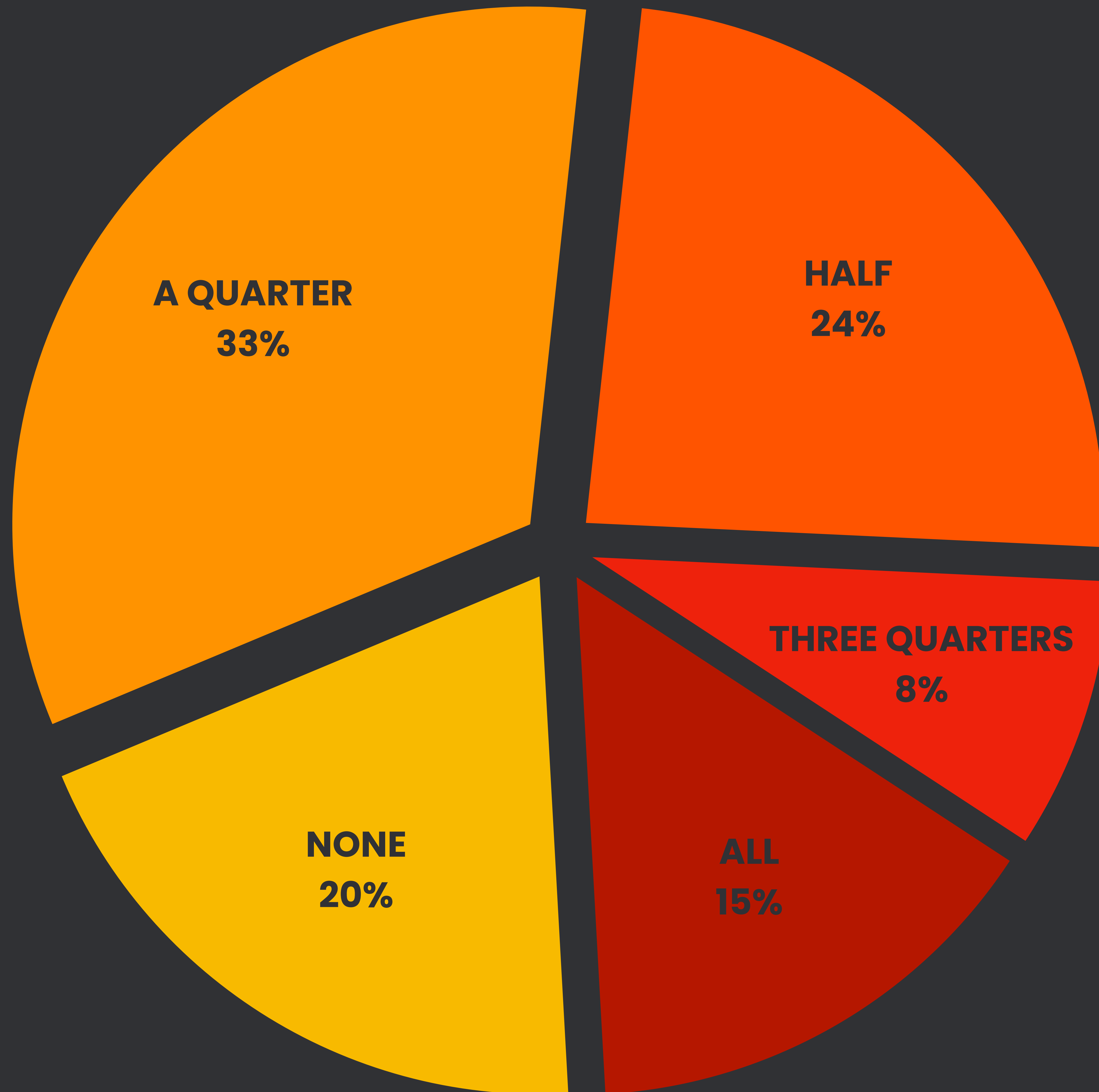
HAVE YOU LEFT A JOB FOR ANY OF THESE REASONS?



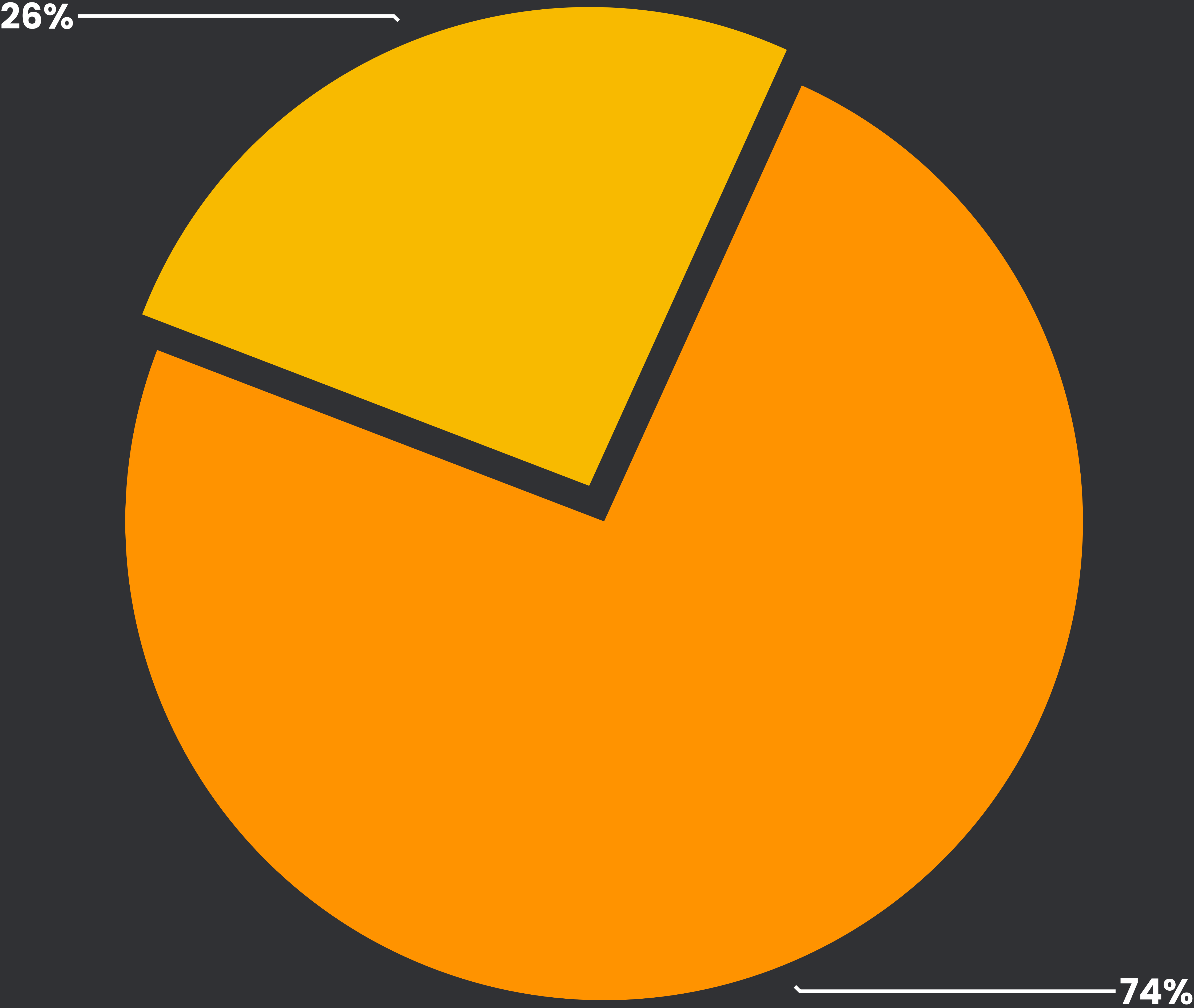
WHAT PERCENTAGE OF THE STAFF IN YOUR COMPANY ARE WOMEN?



WHAT PERCENTAGE OF THE SENIOR MANAGEMENT IN YOUR COMPANY ARE WOMEN?



DO YOU FEEL THAT ALL GENDERS ARE TREATED EQUALLY IN YOUR COMPANY?



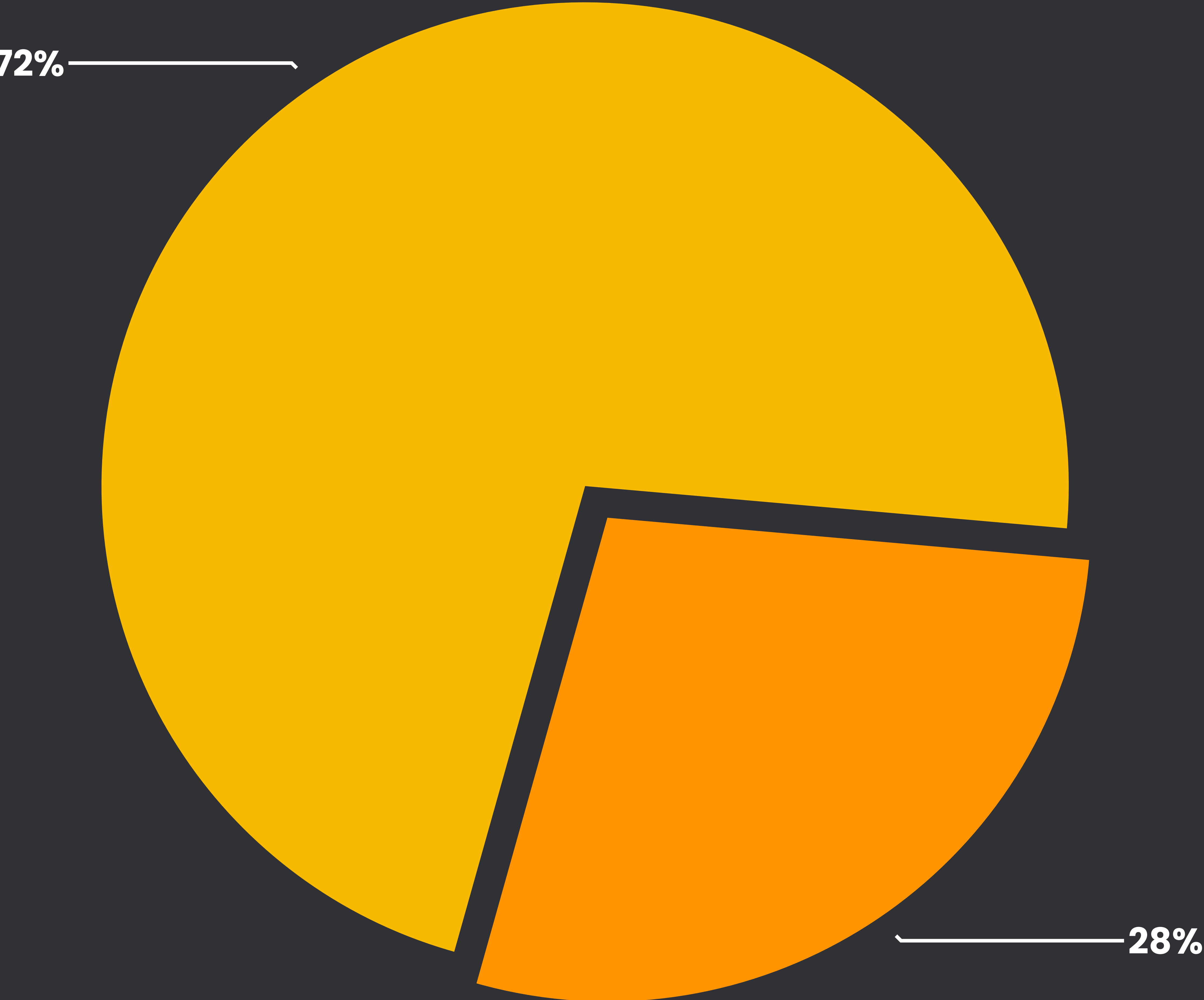
● NO ● YES

HAVE YOU EXPERIENCED SEXISM IN A PROFESSIONAL SETTING?



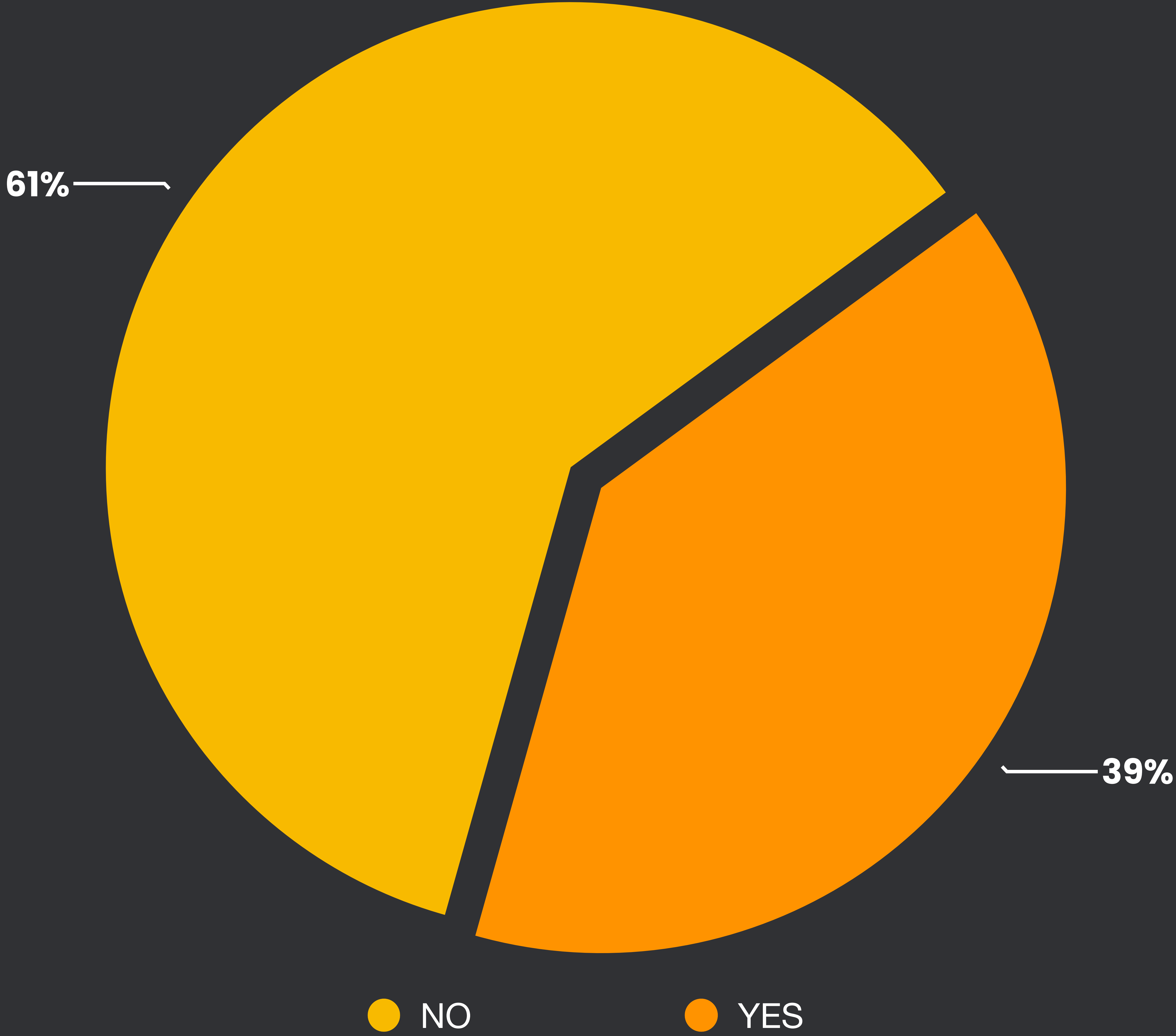
● NO ● YES

HAVE YOU EXPERIENCED SEXUAL HARASSMENT IN A PROFESSIONAL SETTING?



● NO ● YES

HAVE YOU EXPERIENCED AGEISM IN A PROFESSIONAL SETTING?



HAVE YOU EXPERIENCED RACISM IN A PROFESSIONAL SETTING?



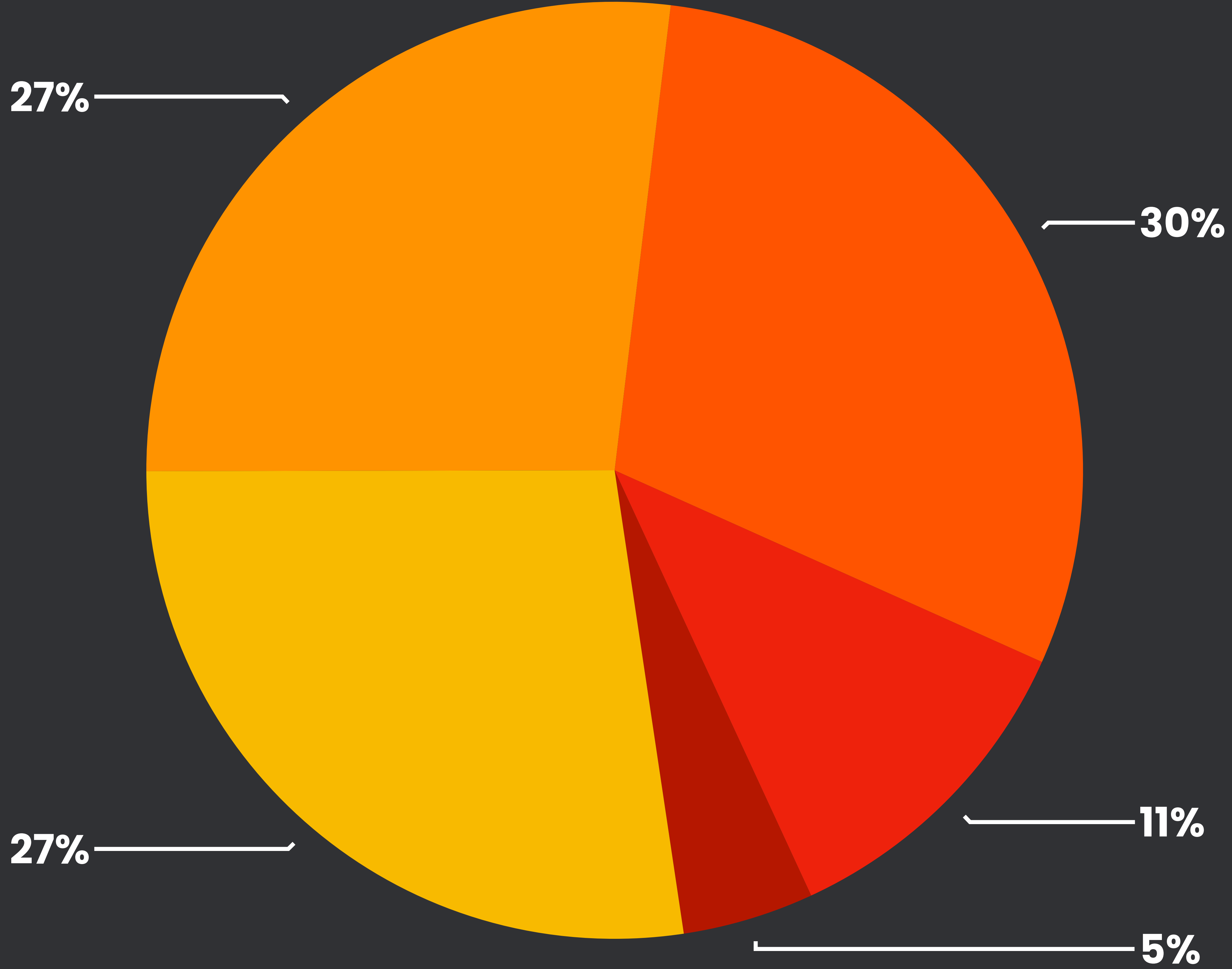
● NO ● YES

ARE YOU ABLE TO FIND TIME FOR YOUR WELL-BEING DURING THE DAY?



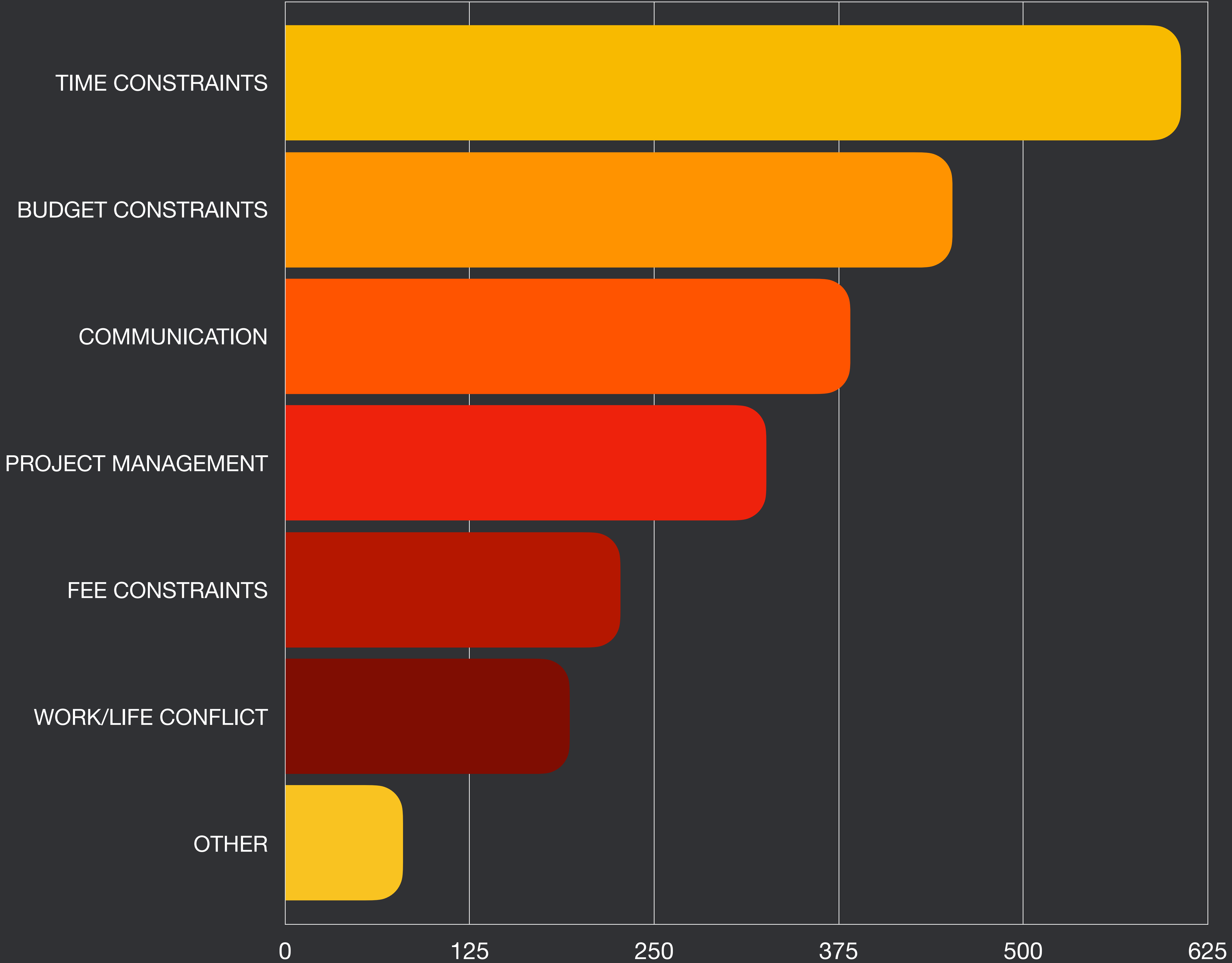
● SOMETIMES ● ALWAYS ● NEVER

WOULD YOU BE COMFORTABLE ASKING FOR A MENTAL HEALTH DAY?

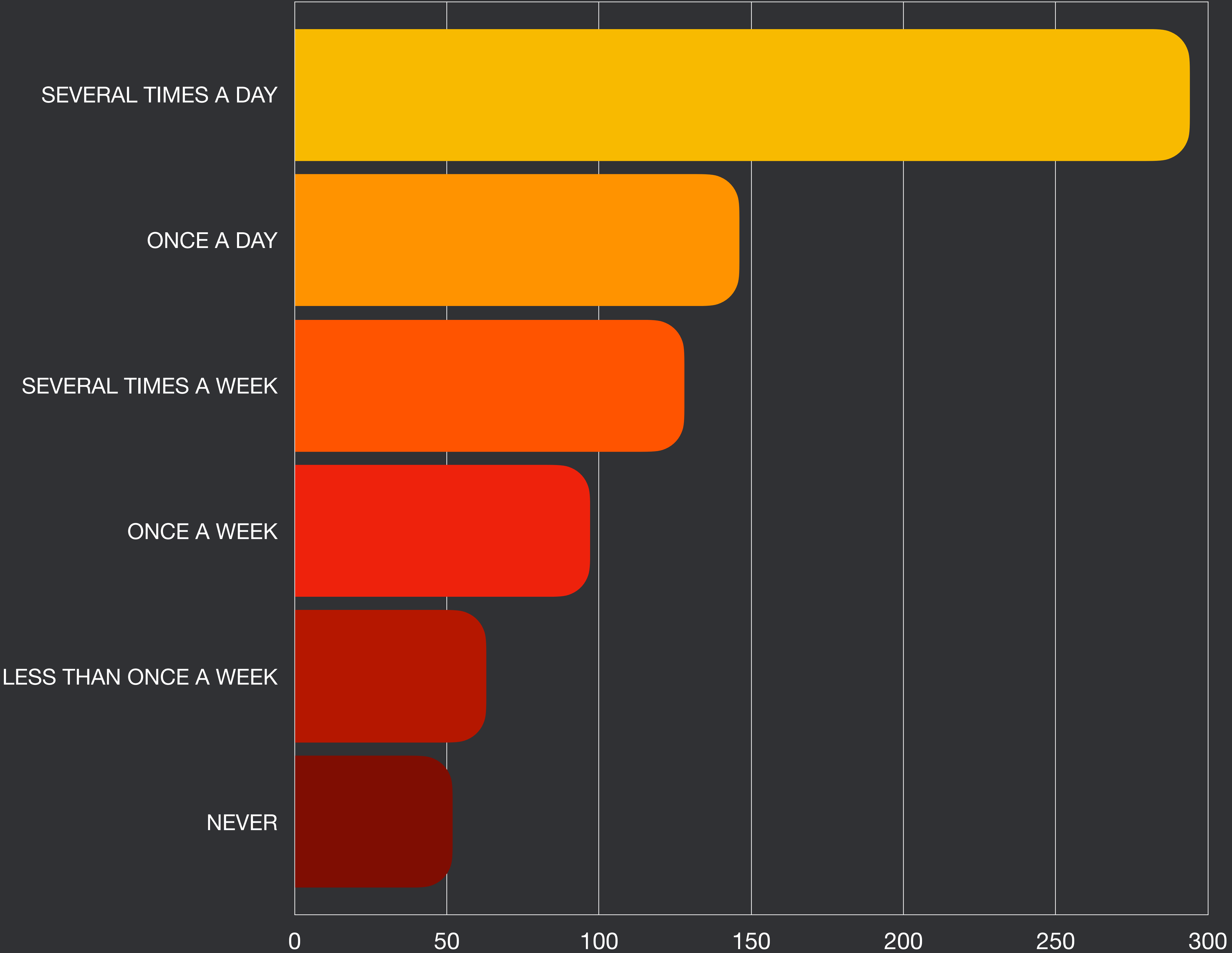


- YES
- SICK DAY
- NOT CONSIDERED
- NO
- NOT SURE

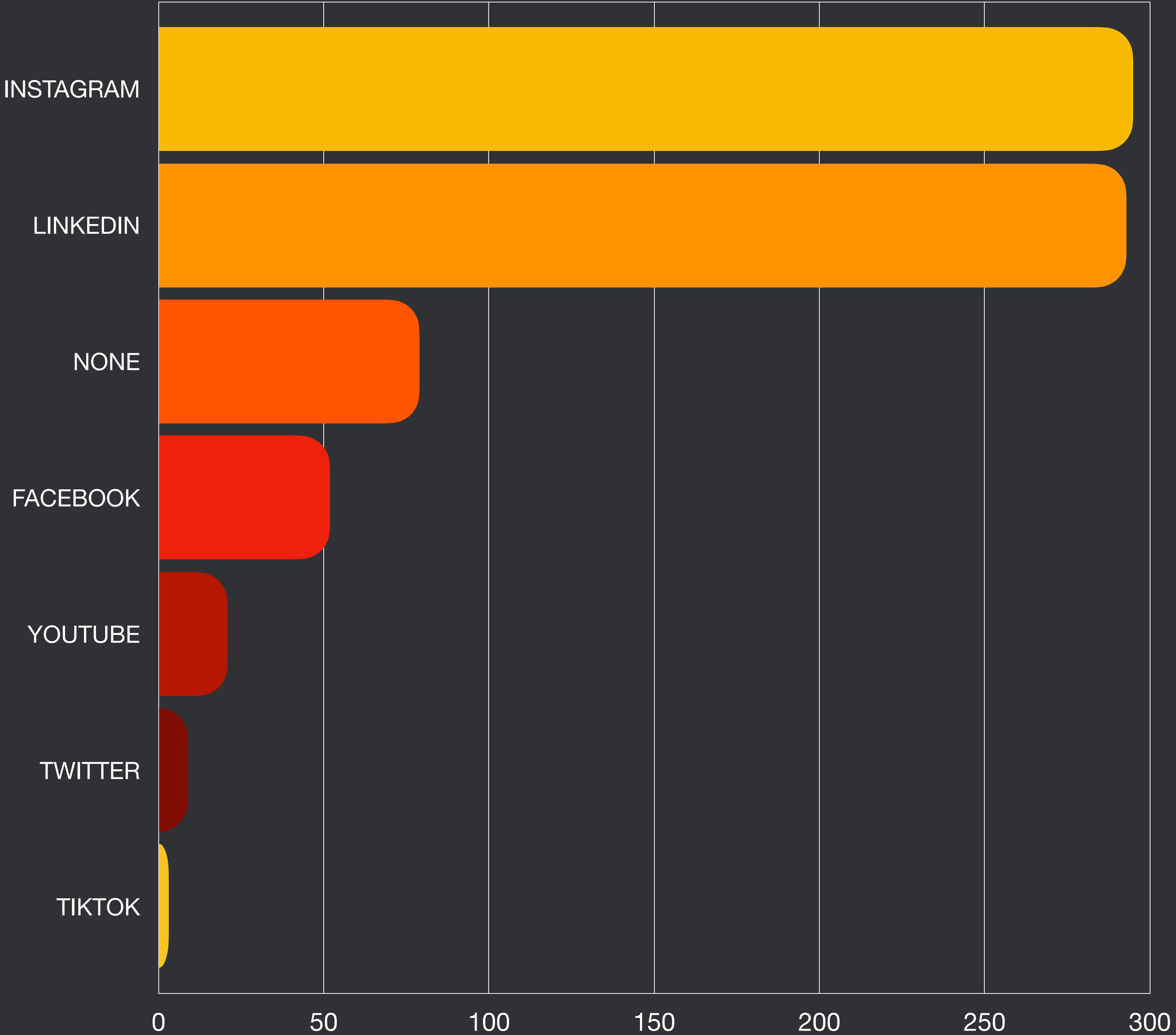
WHAT ARE YOU MOST FREQUENT CHALLENGES AT WORK?



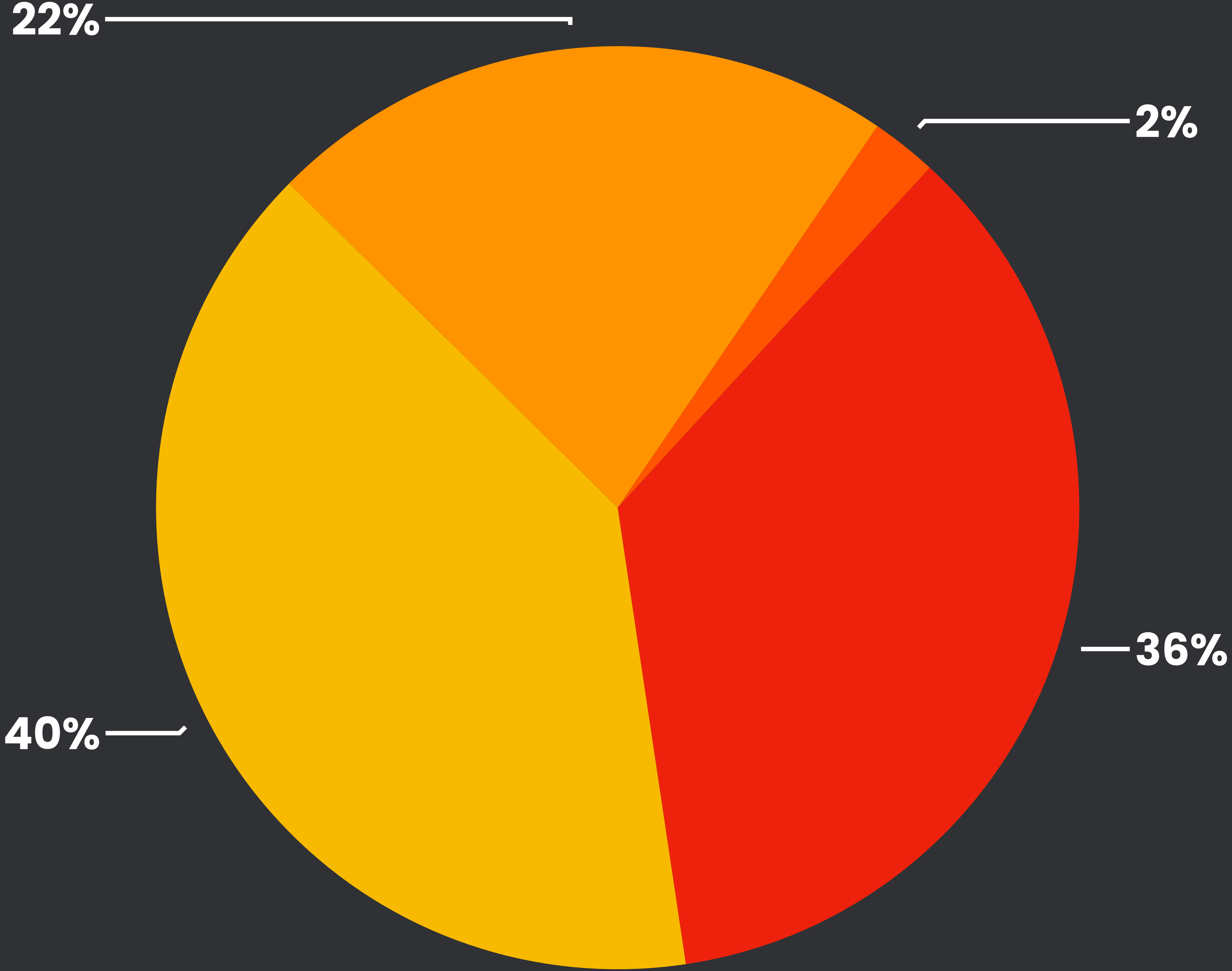
HOW OFTEN DO YOU INTERACT WITH SOCIAL MEDIA FOR WORK?



YOUR TOP SOCIAL MEDIA PLATFORMS...



DO YOU DO ANY VOLUNTARY WORK IN THE LIGHTING INDUSTRY?



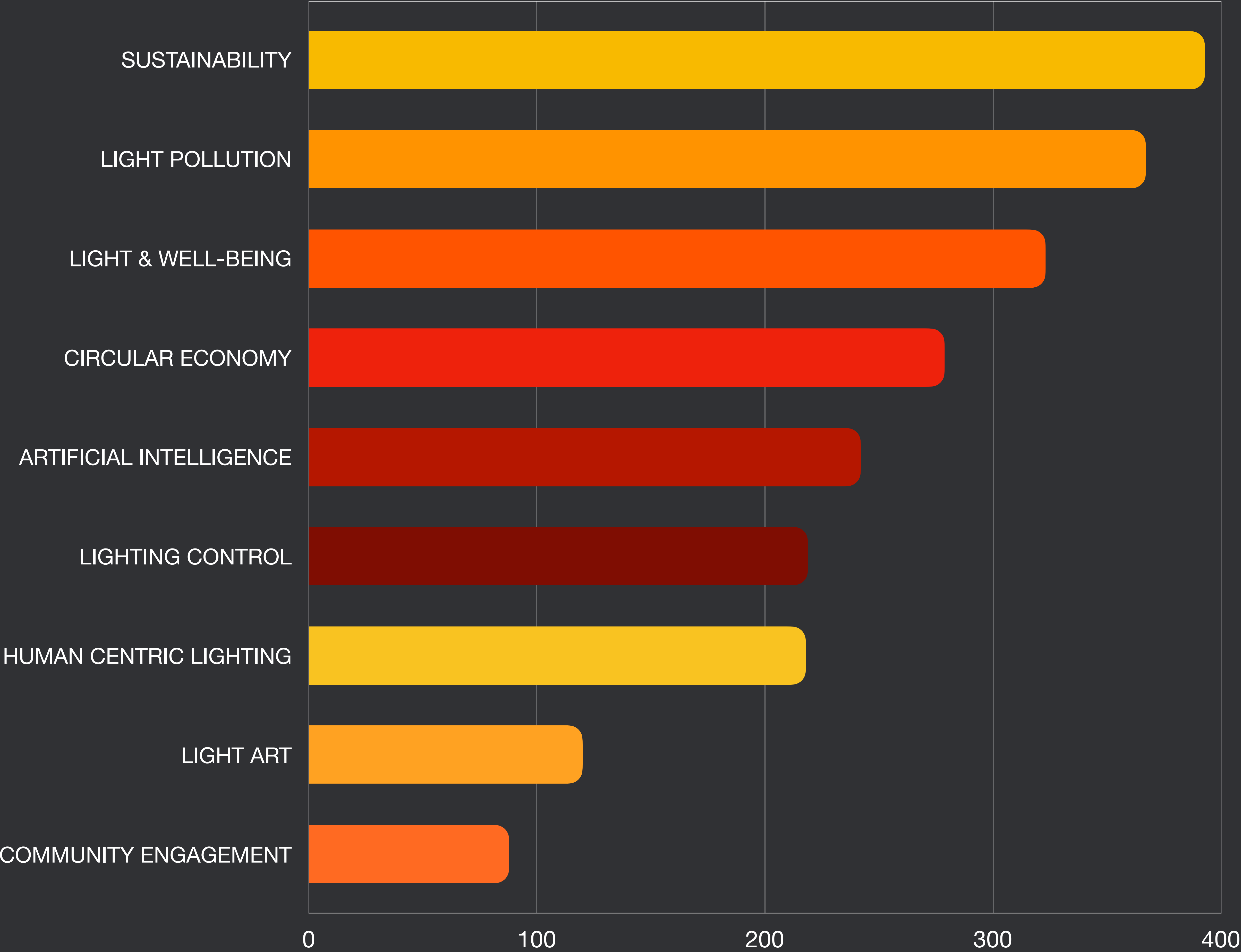
- NO, BUT I WOULD CONSIDER IT
- NO, I DON'T HAVE TIME
- NO, I DON'T SEE THE VALUE
- YES

DOES YOUR COMPANY ENTER ANY AWARDS?

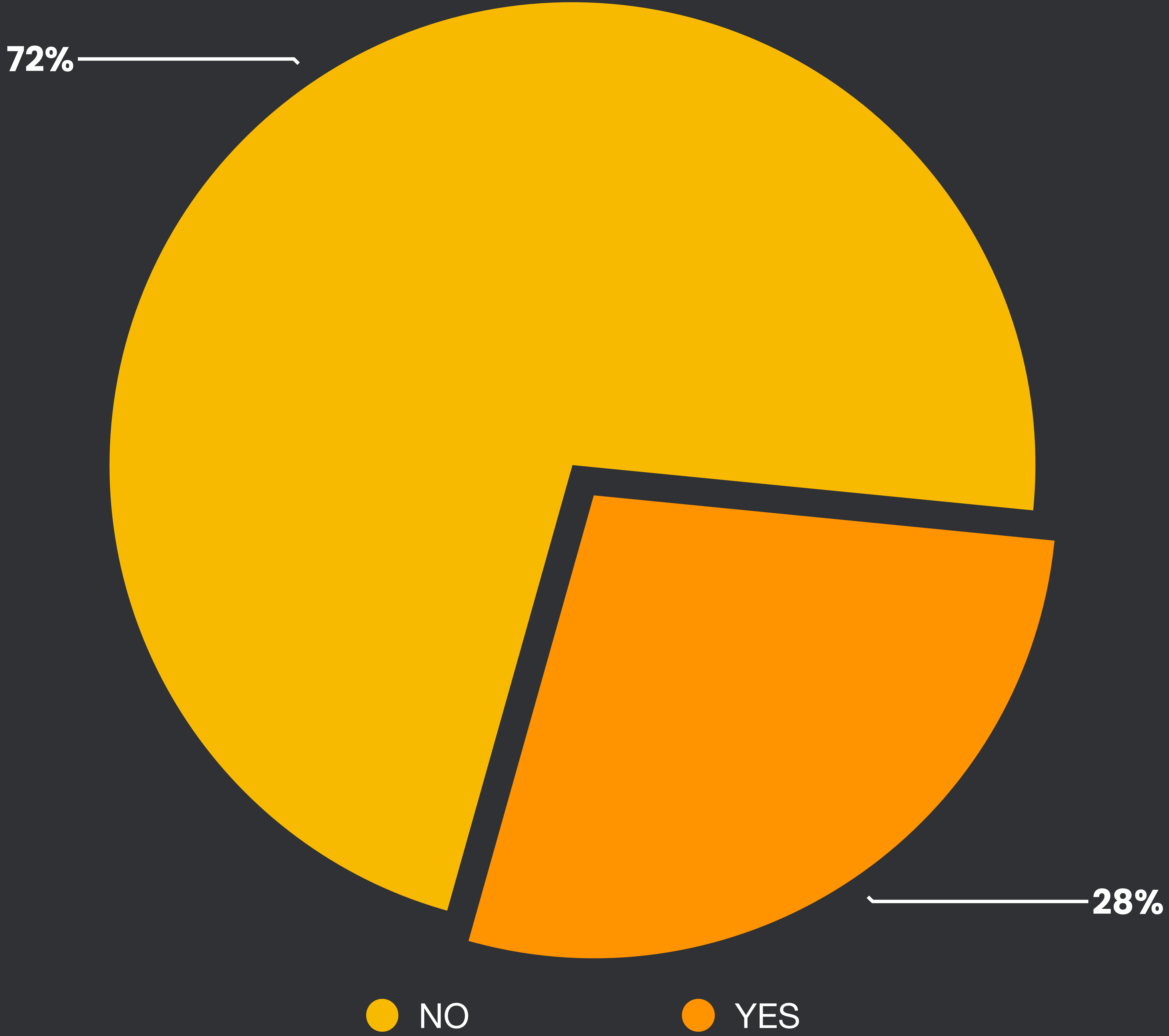


● NO ● YES

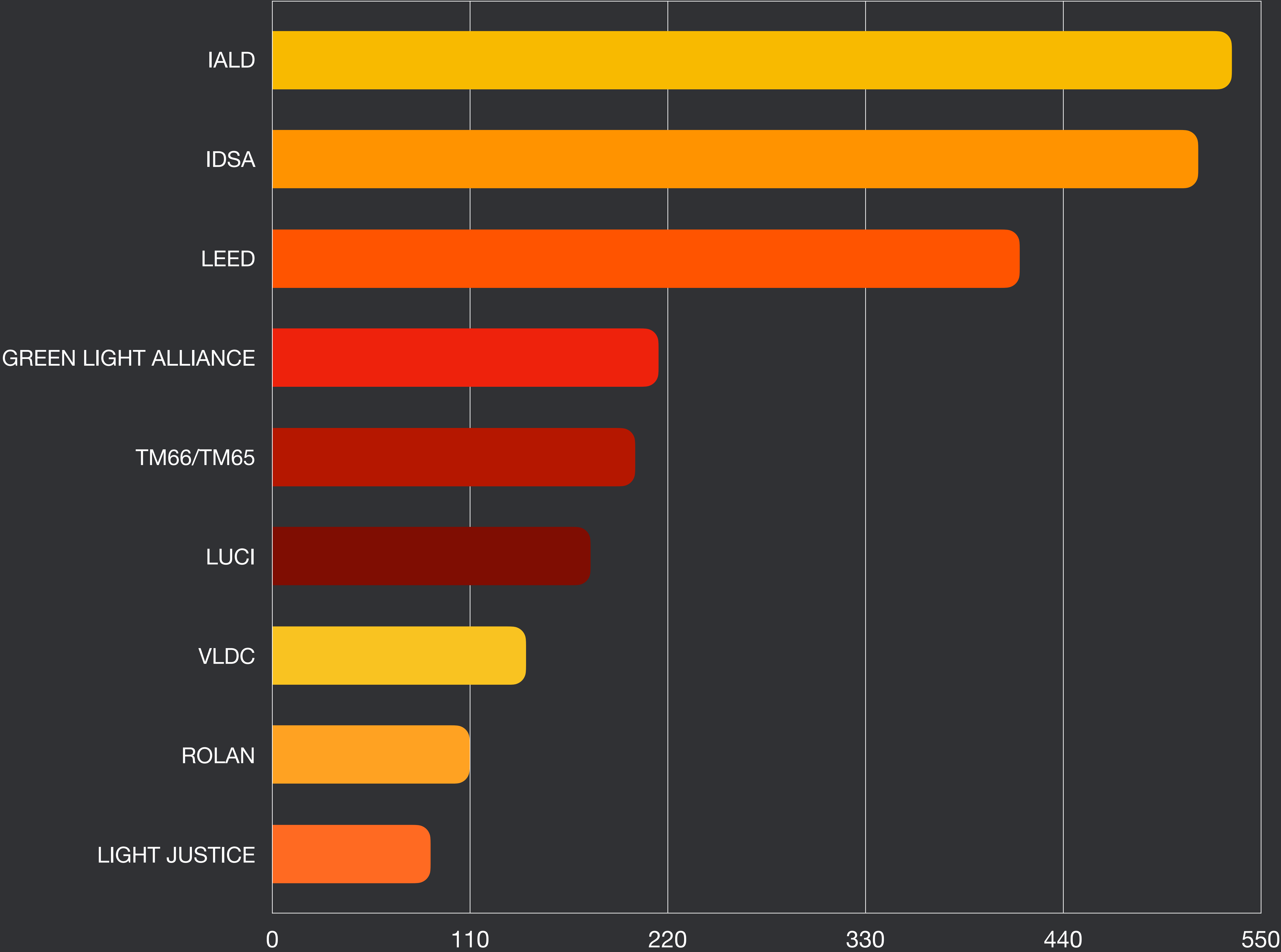
WHAT DO YOU THINK ARE THE MOST IMPORTANT TRENDS AND/OR TOPICS?



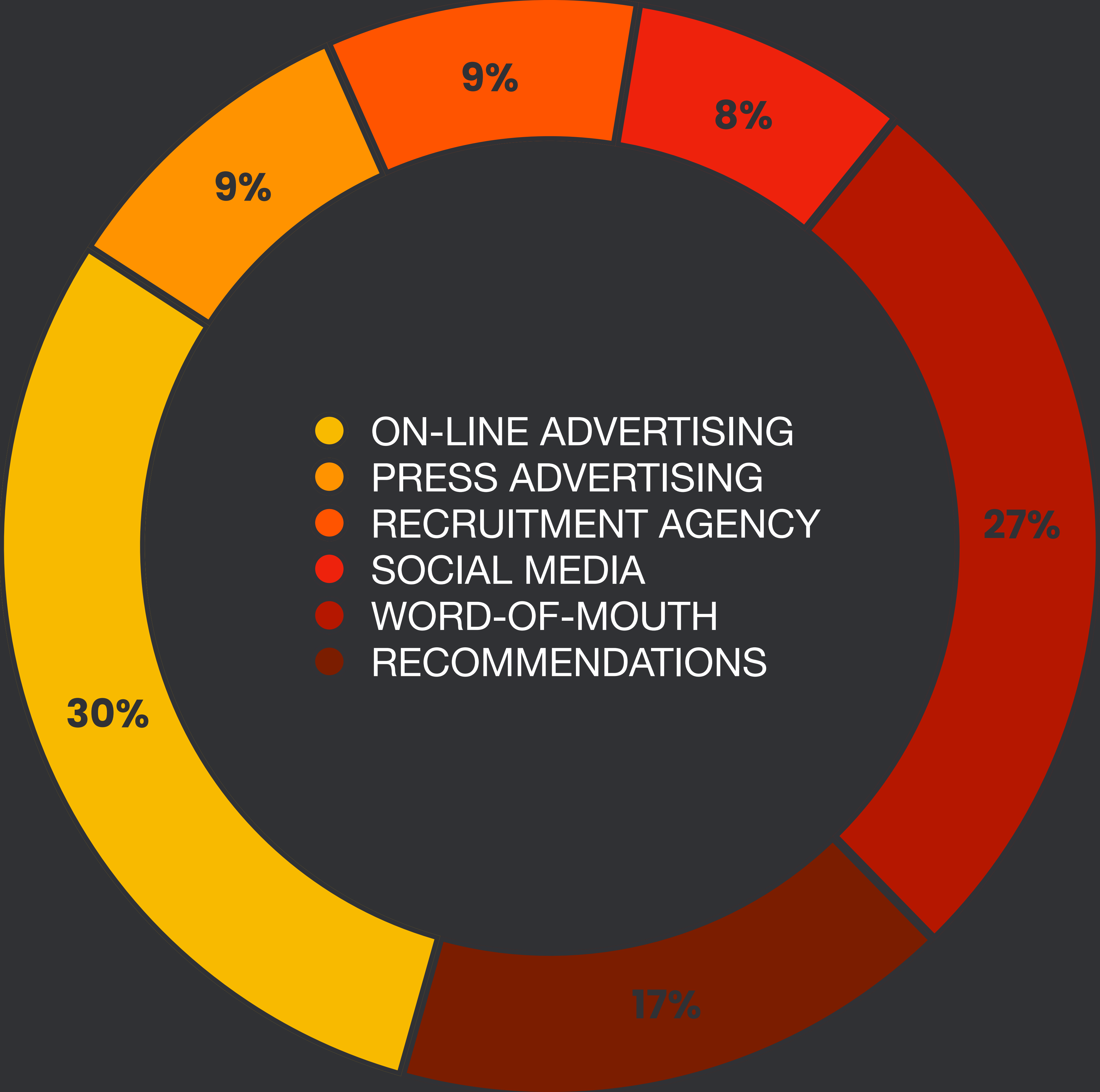
DO YOU HAVE ANY PROJECTS AIMING TO DELIVER SOCIAL EQUITY IN LIGHT & LIGHTING?



ARE YOU AWARE OF ANY OF THE FOLLOWING ORGANISATIONS/INITIATIVES?



WHERE DO YOU RECRUIT OR LOOK FOR A NEW JOB?



WOMEN IN LIGHTING



THE GLOBAL GATHERING 2023

A PROJECT BY:

**LIGHT
COLLECTIVE**

SUPPORTED BY:

formalighting

➤ ARCHI/FOS