

## Female role models:

# Meet Loli Casanova



Loli Casanova, responsible for People and Administration at COMSA Service.

Loli joined COMSA Service in 2005 as an intern in the Human Resources department. As the years went by, she carried out other tasks and took on more responsibilities that have led her to her current position, in which her main function is **to support all the people who comprise COMSA Service**, both management and middle management and the direct workforce. Loli explains that what she likes most about her job is that “no two days are the same, new things always come up and this makes the work motivating and leads to constant learning”.

Loli clearly states that the biggest challenge she has faced as a woman in the company is that “we are in a very masculinised sector, as engineering has always been chosen more by men than by women”. When she started working in the group as a recruiter, when it came to conducting interviews, she came across candidates who, seeing that she was the one interviewing, did not take the interview seriously. “This happened to me several times with male candidates over the age of 50, who questioned whether or not a young girl could decide whether or not to join a company,” she explains.

In her day-to-day work, she encounters a great distinction, as most of the people she deals with are

men, but **more than 90% of her team is made up of women**, since human resources departments have always been a more “feminised” sector. In view of this situation, Loli justifies that women can perform several tasks at the same time, as well as empathise, and “this is essential in a human resources department to be able to provide a good service”, she says.

As women, we are the first who must stop seeing engineering and construction as men’s sectors. Therefore, **we must continue working to attract more female talent to our sector**”, she concludes.

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