

The 3 steps in achieving women workforce diversity in engineering

1. Recognize benefits and commit to gender diversity;
2. Refine policies to reach women and achieve workforce diversity in engineering ;
3. Test your progress to move forward.

Work force diversity means an investment towards increasing the competitive edge of the organizations and the success of projects.

Comments, suggestions or questions ?

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Women workforce diversity in engineering

Towards organization competitiveness and project success

Benefits of women workforce diversity in engineering.

Competitiveness and success start with employees reflecting the target clients (IBM,2008).

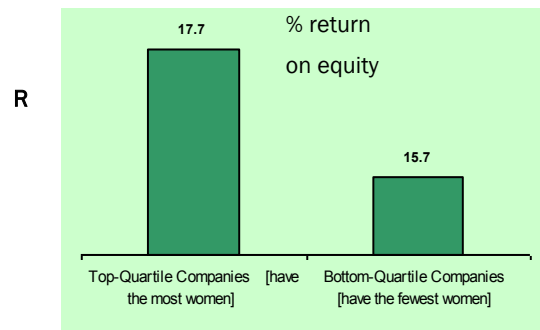
Women make up more than 50 % of the shoppers' pool.

Diversity policies favor all employees resulting in improved work productivity and employee loyalty (McLean, 2003).

Women can greatly increase the pool of innovative engineering and technical talent (McLean, 2003).

A diversified engineering work force at all levels improves profitability and productivity. For 500 U.S. companies surveyed (Fig. 1), those with a high level of women diversity had 35% higher returns on equity as compared to those with a limited number of women (Catalyst, 2004).

Fig. 1. Return on equity (%) for companies with and without women diversity.



Describing an organization or project for a diversified engineering workforce (WiEAG, 2010).

The leader of the organization or projects demonstrate commitment to workforce diversity.

At least 35 % of engineers are women at all levels of the organizations.

Employment and on the job policies are clear and equitable; salaries are equitable for all.

In the work force hierarchy, people are trained horizontally for a flexible work force and vertically to test and develop their management skills;

Supervisors and managers are skilled, and committed to diversity; assisted by human resource specialists, they can expose the roots of non diversity issues.

The skills and ideas of women are respected in all activities including program or project developments, strategic planning, public relations and VIP meetings.

Flexible policies and support allow both parents to take care of family responsibilities.

Clear anti harassment policies are enforced through employee education.

In satisfying employee aspirations , the different values of women, as compared to men, are recognized and pursued.

Measuring the achieved level of workforce diversity.

1. What is the % of women engineers at all levels, especially in individual departments of large organizations or in project teams?

2. What is the level of employee absenteeism and loyalty (turnover)?

3. To fill a specific job, especially in management, is a person already selected or excluded before conducting the job interviews?

4. How often are employees asked to stay beyond regular hours?

5. In meetings and VIP activities, are women involved and are their comments/suggestions taken into account?

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