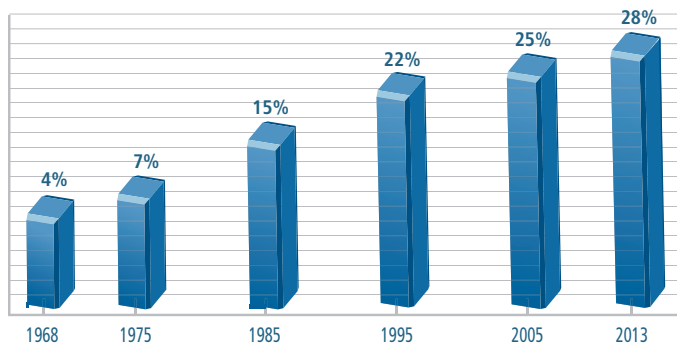


This brochure outlines the results of a survey carried out in March 2014 by the IESF (Ingénieurs et Scientifiques de France) amongst the graduates from the Scientific Grandes Ecoles that are authorised to award the title of Engineer in France (Master level). This is a snapshot at the end of 2013 describing the situation for 175,000 women engineers, who represent 21% of the total of graduate engineers aged 65 and below.

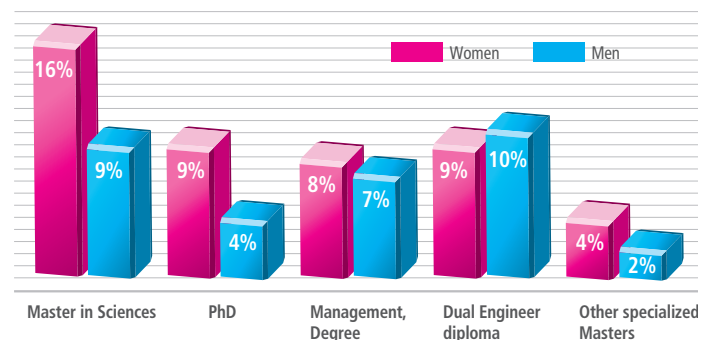
Education of women engineers

The proportion of female students attending French Scientific "Grandes Écoles" is increasing



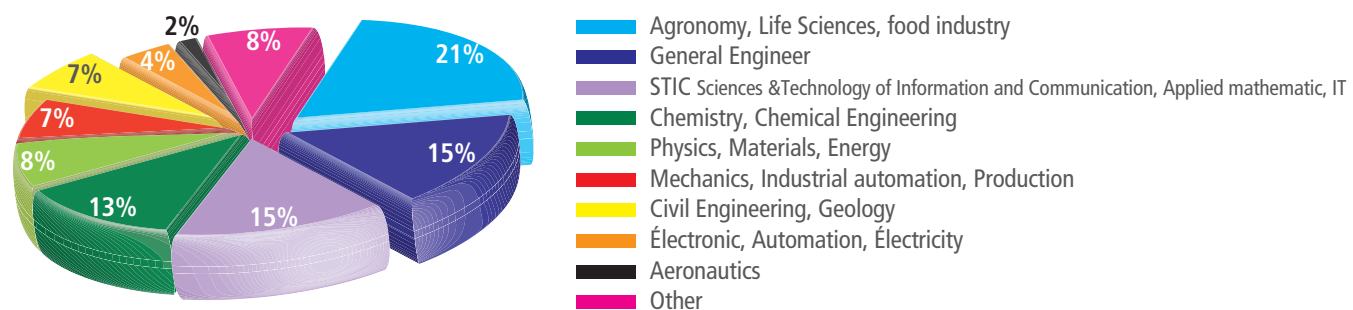
The annual number of the graduate engineers has increased from 9 500 in 1973 to 36 800 in 2013, which represents a four-fold increase. Feminization rate is also improving: whereas the proportion of female students graduating from Scientific "Grandes Ecoles" was not even 10% in the seventies, it has reached 28% in 2013.

Women Engineers hold dual degrees more often than their male counterparts



34% of women engineers have obtained a second diploma at master level or higher: this is a higher proportion than their male counterparts, with only 26% of them holding a second diploma. The type of second diploma differs between women and men: women engineers tend to favour PhDs or a second Masters in Science.

Area of expertise



At the end of 2013, among the 174,500 women engineers aged 65 or below, 21% had a master degree (or higher) in "Life Sciences, Agronomy or the Food Industry." This area of expertise is still the sector of choice for young women today. Generalist diploma in Engineering/Science and specialist diploma in ICT each represents 15% of the total, and diploma in Chemistry 13%.

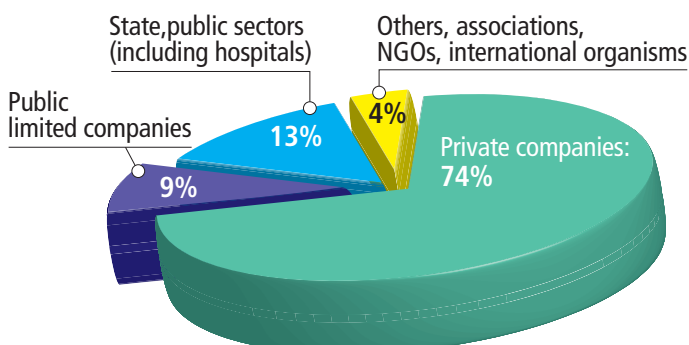
Career of women engineers

Which type of role?

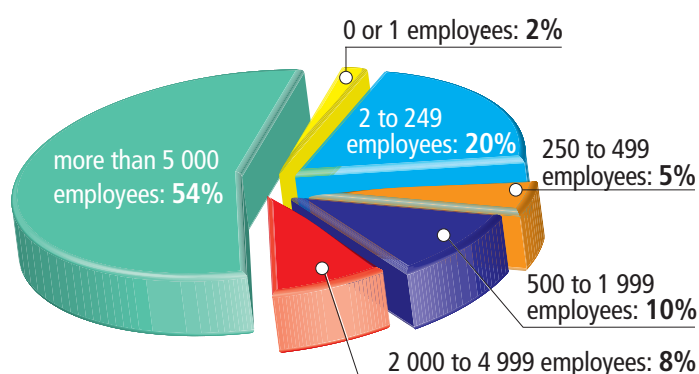
- > According to the survey, only 4% of women engineers have chosen not to pursue a career; this is a very small number. Amongst those who are pursuing a career, 87% are employed at management level; only 2% are self-employed.
- > 6% of women engineers are looking for a position, including a first role. Excluding those looking for their first role, the unemployment rate of women engineers is down to 3,5%, which is 3 times less than the overall female unemployment rate in France (9,8% according to INSEE in 2014).
- > Nine times out of ten, women engineers are holding a permanent position. Temporary contracts represent 7% of the cases, more frequently at the beginning of a career.

In which companies do women engineers work ?

About nine women engineers out of ten work for private companies



Six women engineers out of ten work for companies with more than 2000 employees



51% of their jobs are in the Province

While 36% are located in the larger Paris area, 12% abroad, and 1% in the French Oversea Territories.

Women engineers mainly work in technical functions, but not only

37% of them work in Research and Development functions, 23% in Operations and 12% in IT. Only 2% hold a General Management or an executive position.

Almost half of women engineers (48%) work in the service industry

However they are represented in all sectors. 38% have a position in the industrial sector (excluding the food industry), 9% in the Food and Agricultural sector and 5% in the civil engineering/construction industry.

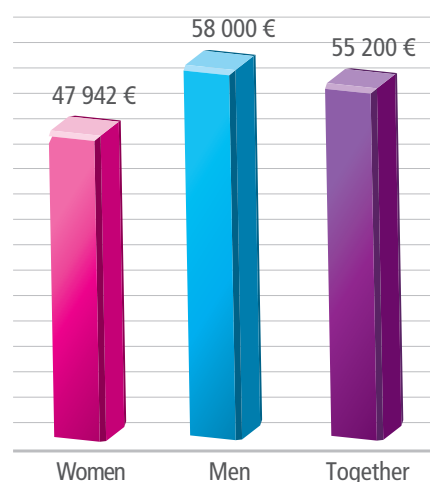
Women engineers and entrepreneurship: a situation that could be improved

3% of women engineers i.e. 2,800 in total, work in a company they have founded or bought out. This compares to a total of 33,300 engineer entrepreneurs (both male and female).

Remuneration of women engineers

Median annual gross salary per age group and per gender in 2013

Age Group	Women	Men	Together	Gap between men and women
First position	32 001 €	34 800 €	34 000 €	9%
Others less than 30 years old	37 800 €	40 000 €	39 113 €	6%
30 to 34 years old	45 000 €	49 062 €	48 000 €	9%
35 to 39 years old	52 629 €	58 044 €	57 000 €	10%
40 to 44 years old	61 548 €	69 082 €	67 203 €	12%
45 to 49 years old	70 000 €	80 000 €	78 500 €	14%
50 to 54 years old	74 675 €	90 000 €	87 084 €	21%
55 to 59 years old	81 111 €	94 641 €	91 600 €	17%
60 to 64 years old	82 826 €	103 896 €	102 000 €	25%
Total	47 942 €	58 000 €	55 200 €	21%



Conclusions

Women engineers enjoy a wide range of careers; they are typically well paid and they are less likely to be unemployed. Their career does not have a detrimental impact on their work-life balance and their relative scarcity ends up being an asset for their corporate life. These results, which contradict many preconceived ideas, should encourage young ladies to choose to study science and engineering, a field where they are often very successful. This also fully justifies our actions and supportive initiatives.

The increasing number of women engineers over the past 40 years demonstrates that they can be a real asset for companies. However, parity within Scientific Grandes Ecoles is still a distant prospect with a wide disparity across sectors. The broad range of possible careers and companies' needs for a highly skilled workforce cannot explain this situation; this is exactly what our association wants to change.

Women Engineers Association

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