



# Theme 3: Collection of Engineering Strategic Indicators

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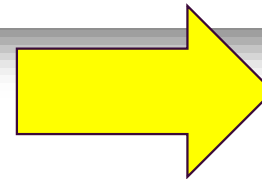
March 27, 2024  
 Canada - Jeanette  
 Southwood  
 (2024-2027)

### Theme 3.3 - Gender Equality Scorecard % Engineers\* who are women (\*definition differs depending on country)

[Many thanks to Dawn Bonfield  
 and Yetunde Holloway]



Organization	Men	Women	Total	% Women
Chinese Institute of Engineers Taipei	18059	947	19006	5.0%
Costa Rica	20849	6962	27811	25.0%
Engineers Canada	270215	47941	319023	15.0%
Ghana	12008	992	13000	7.6%
Hong Kong	15289	1623	16902	9.6%
IESF France	931000	294000	1225000	24.0%
IEU Iraq	186235	65434	251669	26.0%
Institution of Civil Engineers, UK (ICE)	75740	14601	90340	16.2%
Institution of Engineers Kenya	7327	1133	8460	13.4%
Institution of Engineers Mauritius	287	46	333	13.8%
New Zealand	20001	4502	24736	18.2%
Pakistan Engineering Council	304766	24721	329487	7.5%
Peru	246107	67640	313747	21.6%
Poland	64203	17060	81236	21.0%
Portugal	43862	12080	55942	21.6%
Slovenia	6283	892	7175	12.4%
Spain	62459	13205	75664	17.5%
Zimbabwe Institution of Engineers	11276	925	12201	7.6%
Total	2295966	574704	2871732	20.0%



Organization Name: _____	Yearly Target			
	2022	2023	...	2030
% Licensed engineers who are women				
% Newly licensed women				
% EITs who are women				
% Newly registered EITs who are women				
% Student members who are women				
Mentorship programs; % women				
Scholarships; % women				
% Regulator council who are women				
Regulator-specific metrics (TBD by jurisdiction)				

recalling

# Theme 3: Overview

## Collection of Engineering Strategic Indicators



No	Activity	Performance Indicator	2024 Action Plan	Current Status /Baseline at 2024
3.1	Create a <b>methodology</b> for standardizing and measuring gender disaggregated data on women in engineering and collect and publish this data annually.			
3.2	Analyze data as collected above to establish prima facie <b>evidence on the regional and global gender gaps</b> in engineering.			
3.3	Create a globally standardized <b>Gender Equality Scorecard</b> for WFEO and partners			
3.4	Stimulate the <b>integration of Gender Mainstreaming</b> policies across WFEO and PEIs			

My proposal

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1-  
Work in partnership with WFEO members, other national and International engineering organisations

My proposal

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Collection of Engineering  
Strategic Indicators



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3.1	Create a <u>methodology</u> for standardizing and measuring gender disaggregated data on women in engineering and collect and publish this data annually.	A codesigned methodology	By Q3 2024 with presentations of 2 or 3 key Members who are already collecting with satisfaction By end 2024 (which meeting)? Acceptance by the Exec Board of the WFEO	
3.2	Analyze data as collected above to establish prima facie <u>evidence on the regional and global gender gaps</u> in engineering.			
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3.3	Create a globally standardized <u>Gender Equality Scorecard</u> for WFEO and partners		3- Once sent in the database, the Gender Scorecard will AUTOMATICALLY be generated.	
3.4	Stimulate the <u>integration of Gender Mainstreaming</u> policies across WFEO and PEIs			

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3-  
Once we have the index per country/region, we can organize/propose the aligned policies and dedicated INITIATIVES to reduce the gaps.



## RATIOS:

- Ratio of women in the global engineering workforce is approx. **13%**
- In 2020 the ratio of women in STEM in European Union was **41%**
- With highest numbers being in Denmark, Lithuania and Portugal **52%**
- Proportion of women in technical roles in tech companies is ~ **33%**

## SOURCES:

<https://alltogether.swe.org/2019/11/swe-research-update-women-in-engineering-by-the-numbers-nov-2019/>

<https://www.yalescientific.org/2020/11/by-the-numbers-women-in-stem-what-do-the-statistics-reveal-about-ongoing-gender-disparities/>

<https://www2.deloitte.com/us/en/insights/industry/technology/technology-media-and-telecom-predictions/2022/statistics-show-women-in-technology-are-facing-new-headwinds.html>

<https://ec.europa.eu/newsroom/rtd/items/713443/en>

[https://research-and-innovation.ec.europa.eu/knowledge-publications-tools-and-data/publications/all-publications/she-figures-2021\\_en](https://research-and-innovation.ec.europa.eu/knowledge-publications-tools-and-data/publications/all-publications/she-figures-2021_en)



## RATIOS:

Example of what  
France IESF is  
doing in  
partnership with  
FEMMES  
INGENIEURES



### Répartition des femmes ingénieures



En 2021, on comptait 24% d'ingénieures sur une population totale d'environ un million d'ingénieurs en activité femmes et hommes confondus.

SOURCE:

[https://www.femmes-ingenieures.org/offres/doc\\_inline\\_src/82/Observatoires%2Bdes%2Bfemmes%2BingEgnieures%2B2023.pdf](https://www.femmes-ingenieures.org/offres/doc_inline_src/82/Observatoires%2Bdes%2Bfemmes%2BingEgnieures%2B2023.pdf)



Femmes ingénieures

Theme 3  
Next step  
towards

« MEASURE  
WHAT YOU  
TREASURE »



## IN COMING WEEKS/MONTHS

- A. WORK TOGETHER WITH JEANETTE ON A METHODOLOGICAL CONCEPT NOTE « MEASURE WHAT YOU TREASURE »
- B. CONFIRM RESULTS WITH 2 OR 3 CONCRETE CASE STUDIES (CANADA, FRANCE, GHANA, etc?)
- C. PRESENT A PAPER AT NEXT CONFERENCE (WHEN? WHERE?)
- D. HAVE THIS DECIDED BY MOTION AT EXEC BOARD OF THE WFEO
- E. PROCESS WITH ALL MEMBERS