



# „Women in Surveying” CLGE theme of the Year 2021

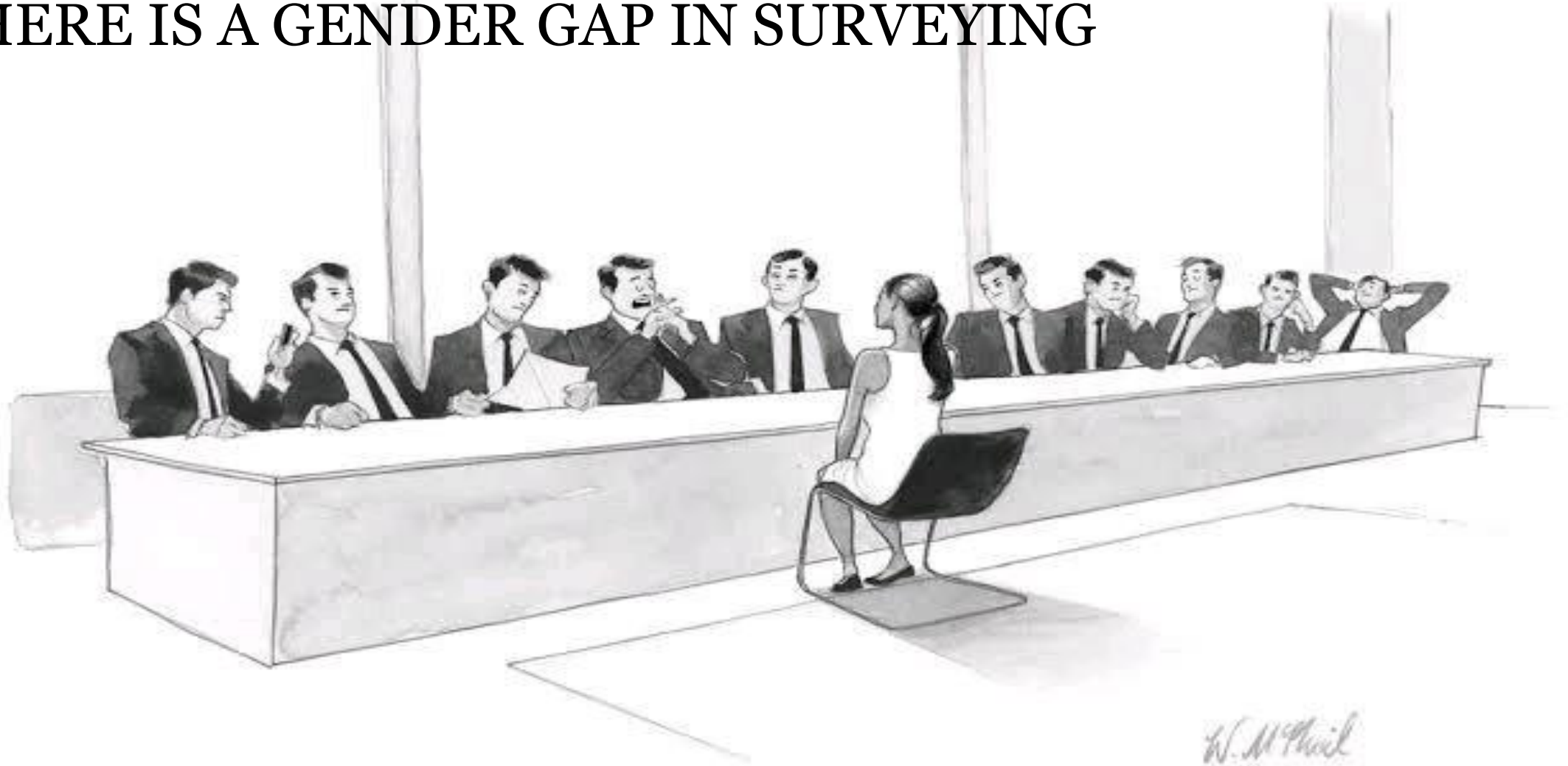
Blaženka Mičević, PhD,  
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# WHY

„Women in Surveying” is  
CLGE theme of the Year 2021?

# THERE IS A GENDER GAP IN SURVEYING



W. M. Thiel

*“Describe what you can bring to this company.”*

„You are still here?” –  
*professor to only female student in the  
classroom*

„They gave me „the look” at the site” –  
*situation with the female surveyor on  
the construction site*

„Can you please be a dear and give me some coffee and please  
call your boss ” – *client speaks to female owner and director of  
surveying company*

## BAD EXPERIENCE?

„Don't be afraid we don't expect from you to speak on a  
meeting” – *advice from a male to female colleague*

„I'll do it better/faster/precise”

„It's better for you to go home”

„We have to know do you plan to have children?”

I'm paid less for the same job than the male colleague

„I didn't see a good surveyor with a nailpolish”

„It's better for you to be in the office”



# WHY?



## ***1. Because of the:***

- gender stereotypes and inequality
- salary gap
- non equal starting position for female and male surveyors

## ***2. Because of the:***

- lack of women in leading positions in surveying
- lack of women role models in surveying

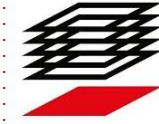
## ***3. Because women often:***

- feel like they are not good enough
- don't use their full potential in business
- don't use their feminine way of doing business

# How it all started and where are we now?

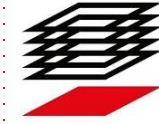


#womeninsurveying



## ***VISION***

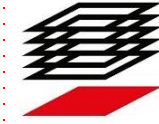
To change the surveying sector and perspective of women in surveying through education, empowerment of women and entrepreneurship.



## ***GOALS***

1. To educate the women surveyors in non-surveyor fields such as: marketing, sales, communication, project management, entrepreneurship and self awareness
2. To educate women surveyors in the field of new technologies in the STEAM industry
3. To define gender equality program policies in public and private sector
4. To define a program of mentoring and networking
5. To raise awareness about women surveyors
6. To encourage young women to become surveyors



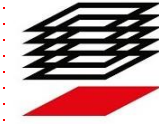


## Working group TO DO LIST

- Collect data and make an analysis
  - About surveying sector in your country
  - How many chartered/licensed women surveyors are in every member state?
  - How many associate women surveyors are in every member state?
  - How many women surveyors are entrepreneurs?
  - How many are owners of surveyor's company?
  - How many are CEO or members of a board at surveyors' company?
  - Underline the gender stereotypes and biases, which affect the early perception of professions and therefore professional vocations
  - Underline the reduction of the salary gap between men and women

## Presentation of the activities and the results of the Project

- CLGE General Assembly, June 2021
- VII CLGE Conference of the European Surveyor in Finland, November 2021
  
- EU FUNDS?



## Women NEED Women

- ✓ to create an environment of opportunity
- ✓ to speak, connect and network
- ✓ to mentor each other
- ✓ to feel like a **CONSTANT** not the **EXCEPTION**

**AND TO RAISE FUTURE BUSINESS LEADERS IN  
SURVEYING**



Project „Women in Surveying”



Project „Women for Women in Surveying”

**We Can and We Should!**



# THANK YOU!

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