

VII CLGE Conference of the European Surveyor: Women in Surveying

The VII CLGE Conference of the European Surveyor has concentrated on the topic: Women in Surveying, in line with the UN Sustainable Development Goal #5 “Gender Equality”.

From information gathered through the prior survey as well as testimonials during this Conference, it appears that there still are inequalities in the number of:

- women who are “entrepreneurs” in our sector;
- surveying companies owned by women;
- CEO positions held by women.

However, there are no reliable figures about these inequities and therefore no metrics to measure any progress.

Hence, CLGE proposes that all official professional bodies, and, in their absence, the professional associations start a structural and harmonised monitoring of the situation.

CLGE will support initiatives to define guidelines for national chambers or associations of geodetic surveyors on how to keep records in order to monitor the exact number of women and men in the surveying industry and their respective socio-economic status.

CLGE also pledges to support the development of guidelines in the surveying sector for:

- the introduction of gender equality policies in the private and public sectors;
- the definition of national or regional mentoring and networking programmes for women;
- raising awareness about geodetic surveying and surveyors, for both women and men.

CLGE recognises that “Gender Equality” is part of a broader topic related to “Diversity, Equity and Inclusion (DEI)”.

CLGE will create a permanent department about DEI with the aim to develop guidelines and policies which ensure:

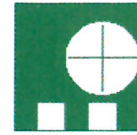
- the promotion, representation, and participation of different groups of individuals, including people of different ages, ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations in our profession;
- a fair treatment, access, equality of opportunity and advancement for everyone;
- the development of a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate.

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President Mil
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Blaženka Mičević
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Women in Surveying

Vladimir Krupa
CLGE President

Saariselkä 27 November 2021



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Annex to the Saariselkä Declaration

First recommendations the CLGE DEI Department should consider (non-exhaustive):

- Make sure Women in Surveying are active at the leadership level in national associations and in CLGE and FIG
- Make sure they develop their brand starting from simple rules: Have a goal, be consistent and be yourself!, show it all, even the ugly
- For universities: Some classes should be added to the Engineering curricula (leadership, management, marketing, communications, ...)
- Public and private companies as well as associations should make sure to have a diverse selection panel, diversity department, diversity officer with decision making power
- These bodies should of course also have diverse leadership
- Broadcast the importance of diversity and complementarity, with an accent on the importance of role models (the Dr. West effect)
- Use the annual Global Surveyors' Day to promote our ideas, unite in Orlando (FL, USA) around the DEI theme, this is a task for the Forum of Regional Bodies (FoRB) which we have launched with NSPS.
- Let younger generations, especially young girls feel comfortable in our profession, including the professional bodies
- Think differently about difference
- Diversity (having a seat at the table) – inclusion (having a voice) – belonging (being heard)
- Common branding of our profession to gain in visibility
- Look at the social and economic side, with e.g. the salary gap, should be taken care of at the national and European level
- Within the DEI Department, continuation of the Working Group on Women in Surveying
- Indirect measures that could be promoted, not only maternity leave but think about paternity leave, time sharing, part-time work, ...
- Harmonisation of empowerment of diverse people.