



## POSTSCRIPT TO THE YEAR OF WOMEN IN ENGINEERING

2007 was Engineers Australia's Year of Women in Engineering. I was personally involved in many of the events including the formal launch in Melbourne in February last year. I can attest to the enthusiasm and encouragement that the National Committee for Women in Engineering and all participants felt as the events of the year were rolled out through the Divisions.

We reported on the enormous successes being achieved as the campaign progressed in our 2006-2007 Annual Report. The profile achieved was very pleasing and reflected the efforts of all involved and the wise use of the resources devoted to it.

We are keen that the increased recognition of the contribution of women to the profession, and equally the opportunities and the attractiveness of the profession for women, be maintained.

We have a long-term commitment to support programs aimed at increasing the preference for young Australians to choose a career in engineering. This will be good for the profession, but also for our national capabilities and hence economic prosperity. We definitely want to see a substantial increase in the number of females at our schools taking up enabling studies and translating that into enrolments in engineering degrees – our challenge is to see the proportion increase markedly from the level of 15-16% of recent years.

Council recently reviewed our own membership trends and it is clear there has been a more direct benefit for Engineers Australia. At the beginning of the campaign last year, our female membership grew by the largest amount ever – nearly 300 graduate and full members and nearly 500 student members during the March quarter of 2007. On top of that, the increase for female full membership in the 12 months since then has been a staggering 15% - even the number of Fellows has grown by 8%.

**Office of the National President**

Engineering House

11 National Circuit, Barton ACT 2600

Phone: +61 2 6270 6555 Facsimile: + 61 2 6273 1488

On the flip side of this letter I have reproduced the trend analysis which Council received at our last meeting. It is clear that it will be a long haul to lift the rate of female membership and participation in Engineers Australia even just to par with their representation in the workforce, let alone on an equal gender rate!

But Council is delighted that the challenge could not have got off to a better start than we achieved with 2007 The Year of Women in Engineering.

Please pass on our appreciation once again for the efforts of your office bearers, members and staff who made the campaign such a memorable one.

Yours sincerely

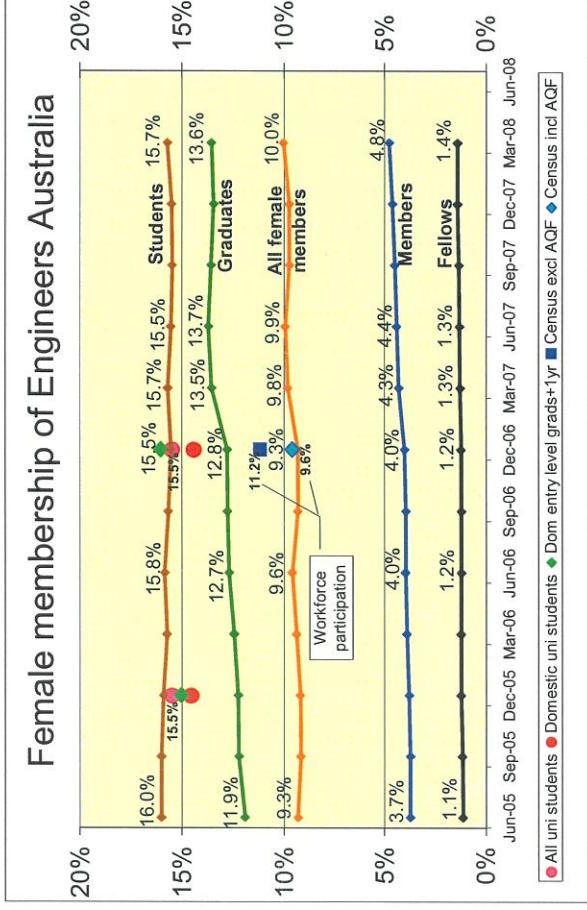
A handwritten signature in black ink that reads "Julie Hammer". The signature is written in a cursive style with a large, looping initial "J".

Julie Hammer FIEAust EngExec FRAeS GAICD FIPENZ  
National President

Encl.

## FEMALE PARTICIPATION TRENDS

The following chart shows recent trends in female membership of Engineers Australia, plus indicators derived from census and education figures.



General observations from the statistics over the last three years:

- Based on the ratio of female enrolments in tertiary courses, at around 15-16%, Engineers Australia manages to attract female students as members at approximately the same rate as their male counterparts (the brown line);
- Given that course completion by females is at a similar level, it appears that we have been able to reduce the comparative propensity for females on graduation not to upgrade to graduate membership of Engineers Australia – we’ve narrowed the gap (between the brown line and the green line);
- In relation to the trends in ratios of full Members (the blue line to 4.8%) and Fellows (the black line to 1.4%), there may be a generational overhang of very low participation by females in engineering generally at play, but the major challenges remain the large gap to both the workforce participation rate (the blue dots at around 9-11%) and to the ratio of graduate and even student membership;
- Female membership overall (including students) passed 10% for the first time in this quarter; and
- The March quarter of 2007 recorded the highest known total increase in both student and non-student grades of female membership (+782), 50% higher than the next highest increase (this quarter, +555).