



ENGINEERS
AUSTRALIA

A profession for all

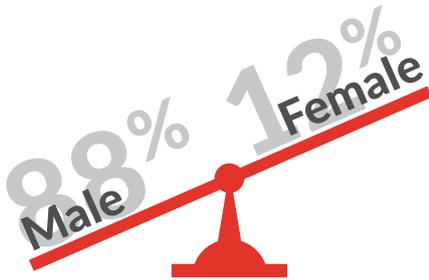
It's time for gender diversity targets

Practically all goods and services consumed or used in production embody engineering.

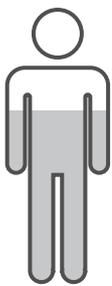
Engineers make things happen and are central to achieving our shared ambition of being an innovative, globally competitive and sustainable nation.

An unbalanced profession

The profession needs to draw on all Australians, but its gender profile is unbalanced.



Of those qualified, women are less likely to work in engineering roles



64%

of male engineers are employed in engineering roles



51%

of female engineers are employed in engineering roles

Influencing factors

Engineering women are just as likely as other women to be in employment, but too often it is not in an engineering-related role.

There are many factors that may influence the low number of women entering the profession and remaining in engineering-related employment.



access to flexible working practices



actual or perceived prevalence of on-site workplace harassment



conscious and unconscious bias regarding the role of women in the workplace



a lack of visible and meaningful leadership to support women in engineering by (predominantly male) senior managers



a lack of support for engineers with family caring responsibilities.



a significant gender pay gap

The gender pay gap¹

16%

National gender pay gap (all workers)



0.5%

Engineering graduates



14%

Professionals in manufacturing



22%

Professionals in engineering design & consultancy services



23%

Professionals in construction



1: Workplace Gender Equality Agency: The gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings.

Action

Achieving gender diversity and inclusion in the workplace takes **effort** and **commitment** by employers, employees, governments, and the engineering profession-at-large. **It is not something that can be done by any one organisation or sector of society alone—every little bit counts.**



Engineers Australia

- > guidance to its members
- > encouraging good practice within the industries that employ engineers
- > partnering with governments to implement policies to drive behaviours
- > showing to the general community that engineering is a role for everyone
- > gender targets at all levels of the organisation.

Government

- > set policy and create regulatory frameworks to positively influence appropriate behaviour and outcomes
- > anti-discrimination legislation
- > business reporting requirements
- > incentives such as the Employer of Choice for Gender Equality citation
- > strong political leadership.

Industry

- > setting targets for diversity in recruitment, promotion and leadership
- > undertaking pay equity reviews and adjustments
- > ensuring the availability of flexible work practices that benefit all employees with a range of needs
- > policies to set expectations
- > training to help staff understand the issues
- > exemplary leadership by sector leaders to set the example for behaviour.

Engineering professionals

- > respect the dignity of all persons
- > support and encourage diversity and inclusion.

Business case

The business case for diversity and inclusion in the workplace is well established but not widely implemented. This is despite research by several leading organisations confirming correlations between diversity and company performance.

Public and private benefits accrue from having a diverse and inclusive workforce. The Workplace Gender Equality Agency notes that gender equity is linked to improved national productivity and economic growth.

This is achieved through:

- > increased organisational performance
- > enhanced ability of companies to attract talent and retain employees
- > enhanced organisational reputation.

Workplace diversity and inclusion leads to:

- > access to a larger talent pool
- > better candidates
- > greater efficiency of labour.

Individual benefits also accrue, not least of all through fulfilment of:

- > the basic human right to work
- > work without discrimination
- > equal pay for equal work.



It's time for targets

Diversity and inclusion is a multi-faceted concept and gender is an important factor demanding immediate attention. Engineers Australia commends all of the actions described and, in particular, recommends that organisations set targets to drive diversity and inclusion outcomes. The initial focus of Engineers Australia is on achieving workplace gender equality.

Engineers Australia commits to introducing targets for gender diversity at all levels of the organisation:

- employees
- leadership positions
- board of directors
- members of volunteer committees
- event speaker panels

By pledging to it publicly, this is an expression of Engineers Australia's commitment to closing the gap. It complements ongoing efforts to lead the profession in application of the Code of Ethics, collaboration with governments and industry on how to bring more women to engineering and senior management, and achieve the vision of a truly diverse and inclusive profession.

