

# Tracking the Gender Dimensions of a Surveying Career

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## SUMMARY

The role and participation of women and young professionals in the surveying domain is a topic of ongoing interest and relevancy. Increasing the number of commencing surveyors as a whole, and female surveyors in particular, is a concern for many, as is the retention and promotion of good staff into leadership roles. But there are many key factors that play a role in young professional and female uptake of surveying roles, not the least of which are company cultures, strong mentors and the visibility of ‘like role models’ in senior roles. The needs of young professionals and women may not be well understood, particularly in such a dynamic and global profession.

This paper undertakes a quantitative and qualitative survey of male and female surveyors across entry-level, mid-career and senior roles to explore the ways in which gender and culture are experienced in the context of a surveying career. The paper aims to identify relevant differences in experiences and to highlight key aspects of careers that promote success. The paper will propose actions that support the retention and promotion of talented staff and is hence of key relevance to employers and professional associations. An underlying theory is that a visibly diverse and happy staff will best promote the profession to students. This paper will contribute to a discussion on what the FIG should consider as key objectives/targets under a potential future ‘women in surveying’ working group.