



Council of
European Geodetic
Surveyors



Croatian Chamber of
Chartered Geodetic
Engineers

„Women in Surveying”

CLGE theme of the Year 2021

Croatian surveyor gender equality and surveyor
awareness project

Blaženka Mičević, PhD



Council of
European Geodetic
Surveyors

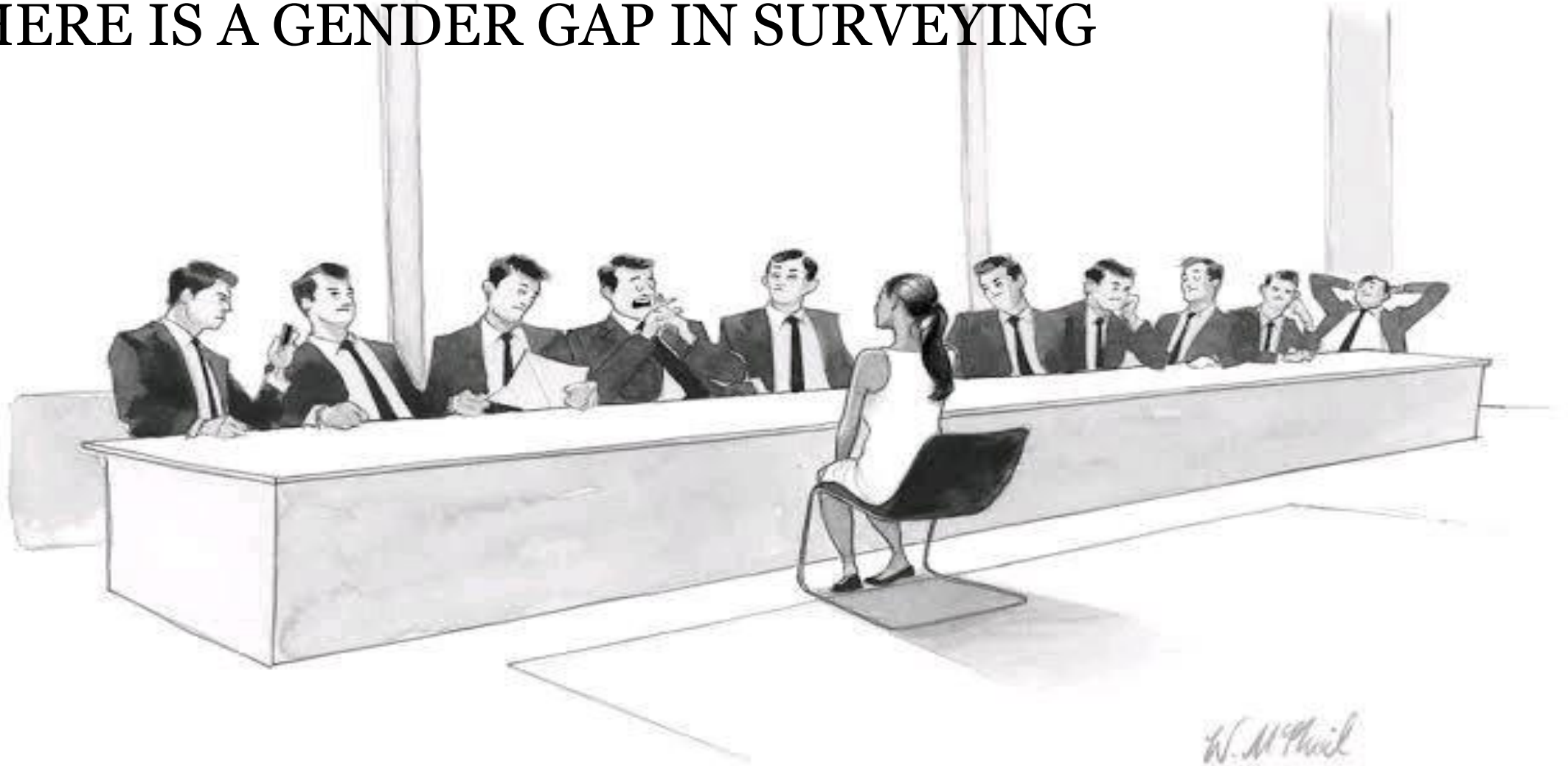


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WHY

„Women in Surveying”?

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 nail polish”

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



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 position in surveying
- lack of women role models in surveying

3. Because women often:

- feeling 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



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PROJECT WOMEN IN SURVEYING



Croatian Chamber of
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Engineers

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 surveyors field such as: marketing, sales, communication, project management, entrepreneurship and self awareness,
2. To educate women surveyors in field of new technologies in 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 (Italy, Sweden, Latvia, Lithuania, Ireland, Croatia) 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 surveyors 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



Application for EU funds – ERASMUS+ - 21.05.2021.

- Budget - 60.000,00 Euro – Countries: Croatia (coordinator)+ Latvia + Lithuania (partners)

Budget for:

- Educational programme:
 - marketing, sales, communication, project management, entrepreneurship, self awareness, new technologies and STEAM industry, gender equality
- Web page and social media
- Competition for geodetic high school: logo design and laboratory funding
- Competition for Faculty of geodesy: female surveyor of the future + laboratory funding
- Gender equality policies for public and private sector



More EU funds – ERASMUS+ - september 2021.

Centres of Excellence

- Centers of Excellence are designed as centers of knowledge and skills on topics in the European Union.
 - These centers gather the expertise of top experts to connect various topics about the EU, create transnational activities and links with institutions in other countries.
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Project „Women in Surveying”



Project „Women for Women in Surveying”

We Can and We Should!



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**



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