

Women in Civil Engineering



Why is Civil Engineering a Great Industry for Women?

Civil Engineering is one of the best-paid jobs in the world.

Thought Leadership: Constantly thinking about tomorrow/next steps and how they can help.

- By helping others and following their causes, they can set achievable goals and consciously lead innovation
- Women, more often than men, want to become socially responsible engineers, working to solve major problems and making a difference in people's lives

Foresight: Diversity of perspective makes a stronger team and better posed to completing the project on time and on a budget *ref:* [HBR](#)

- **14%** of the civil engineer workforce is composed of women *ref:* [ASCE](#)
- Women are opportunity experts, but they are not easily distracted and don't get their egos in the way

Four Most Common Industries for Women Civil Engineers:

- Public Sector (Government), Engineering Services (Highway Design), Aerospace, and Department of Defense
- Most Engineers in these roles specialize in Project Management, Design (AutoCAD), Construction Management, and Stormwater Management *ref:* [EngageTalent](#)

Woman Manager Civil Engineer (Middle Management)

- Female Manager Civil Engineer
 - Common Industries
 - Government, Engineering Services, Aerospace and Defense
 - Common Skills
 - AutoCAD, Project Management, Construction, Stormwater Management

Director Level/ Director Level

- Common Industries
 - Construction and Building Materials, Non-Residential General Contractors, Industrial Building Construction, Commercial and Institutional Building Construction
- Common Skill
 - Construction, Construction Management, Value Engineering, Contract Management, Project Estimation
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Attracting Women in the Field

- Women take account for **19%** of all bachelor's degree in engineering earned the U.S. in a given year *ref:*[SWE](#)
 - But unfortunately, about **40%** of women who have an engineering degree never enter the workforce
 - There are fewer women in engineering than any other profession, including law, medicine and accounting
- Denial of gender bias in the workforce *ref:*[ASCE](#)
- Lack of female mentors
- The necessity of work-life balance
 - Women are the default caretakers of children and the elderly
- Internships and summer jobs discriminate against women and found gender stereotyping experiences *ref:*[HBR](#)
 - Men were assigned interesting problem-solving tasks where they could develop their skills whereas the women were given administrator jobs

