



Collaboration, Innovation and Resilience: Championing a Digital Generation

Brisbane, Australia 6-10 April

Women in Surveying in Queensland

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Overview

- Why is it important - the Surveying context
- Research
- Taking action
- Achievements to date
- Observations / conclusions
- Linkage to FIG Commission 1



Why is it important – the Surveying context

- Surveyors play an important role in the economic growth of the state
- Queensland is facing a critical shortage of surveyors
- Despite several initiatives to increase the number of females entering surveying the numbers have remained relatively low
- A recent demand study highlights that in Queensland a 25% increase in the number of surveyors is required over the next 10 years to meet the future demand
- At the current rate we will have a 10 % decrease in registered surveyors over the next ten years.

Current situation in Queensland

Registration status	Total number of Registrants	Female Registrants	Percentage of females
Associate and Graduate Surveyors	766	43	5%
Registered Surveyors	692	14	2%
Registered Cadastral Surveyor	425	9	2%
Total	1833	66	3%

Source: Surveyors Board of Queensland 2023/4 annual report

Research

Research shows that having a diverse and inclusive culture results in:

- Improved organisational culture
- High rate of staff happiness and engagement
- Increased profitability
- More diverse thinking and problem solving
- Better representation of the wider community and expectations.



Research – International experience

- UK and North America had similar issues in the 1990s with female participation rate of around 2%.
- Over a period of 30 years UK and North America went from 2% to +30% participation rates for female surveyors.
- How they did it
 - Created an inclusive culture in the industry
 - Role models are critically important to success
 - Flexible work arrangements
 - Creation of supporting networks and mentors.

Research – Queensland

In June 2023, a mix of female and male surveyors were interviewed, to ensure the research was applicable to Queensland.

Key issues raised included:

- Flexible work arrangements were one of the primary reasons for either seeking employment with or staying with an employer.
- Lack of male awareness of the challenges facing women in surveying or any male dominated profession.
- The importance of having female surveyors in leadership roles.



Taking action – Women in Surveying Program

Following the findings of the research project, the department created the Women in Surveying Program with four key actions:

1. Findings of the research to be made available to the wider industry to build industry awareness.
2. Formalise the creation of a network for female surveyors to create an environment where experiences can be shared.
3. Develop a strategy for the appointment of an additional female surveyor to the SBQ to ensure gender parity.
4. Create a forum for the consideration and sharing of ideas between key stakeholders within the surveying industry in Queensland.

Achievements to date

- Industry Awareness - Five presentations have been made to approximately 450 attendees across these events in 2024.
- The Queensland Women in Surveying Forum has been established
- In May 2024, the SBQ reached gender parity in terms of board members.
- The Queensland Strategic Surveying Working Group (SSWG) was established in mid-2023 with diversity noted as 1 of 5 key strategic issues. A culture action plan is under development by the group for release later in 2025.



Results

12 months after the commencement of the Women in Surveying Program, 17 women in surveying undertook an online survey to assess the initial progress or otherwise of the program:

- 70% feel more connected within they surveying industry.
- 70% believe there is more trust and respect within the industry and feel comfortable raising issues and have confidence that they will be taken seriously when they do so.
- 70% feel empowered to put forward new ideas in their organisation.
- Over 82% feel motivated and inspired and feel they have the necessary support to reach their professional goals.
- 40% believe that the culture within surveying has improved in terms of inclusion and diversity.

Barriers to female participation

Respondents see the following barriers to female participation in Surveying (in order of the number of responses).

1. Lack of women in leadership roles
2. Lack of flexible work arrangements
3. Social norms and cultural practices
4. Lack of support and mentoring
5. Physical aspect of the role
6. Workplace discrimination and inequity
7. Safety when working in the field (especially alone)



Observations and conclusions

Good progress is being made with the Women in Surveying program, with:

- 70% feel more connected within survey industry.
- 70% believe there is more trust and respect within the industry and feel comfortable raising issues and have confidence that they will be taken seriously when they do so.

The fundamental issues that were initially identified in the research phase remain:

- Lack of Women in leadership roles
- Inflexible work arrangements
- Culture is a barrier
- Lack of support and mentoring

To successfully address these issues in surveying will require the involvement of all key stakeholders in the profession.

Questions





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**5 GENDER
EQUALITY**

SDG 5: Gender Equality

5.1 End all forms of discrimination against all women and girls everywhere

- 5.1.1. Whether or not legal frameworks are in place, promote, enforce and monitor equality and non-discrimination on the basis of sex.

5.5: Ensure women's full and effective participation and equal opportunities for advancement at all levels of decision-making in political, economic and public life.

- 5.5.2. Proportion of woman in managerial positions.

SUSTAINABLE DEVELOPMENT GOALS | International Federation of Surveyors supports the Sustainable Development Goals