

FIDIC-GAMA 2017



Conference on Infrastructure

7 - 10 May | Cape Town | South Africa

African Partnerships for Sustainable Growth

CHIEDZA MNGUNI

**Female Civil Engineers in Gauteng:
Challenges of retention in consulting firms**



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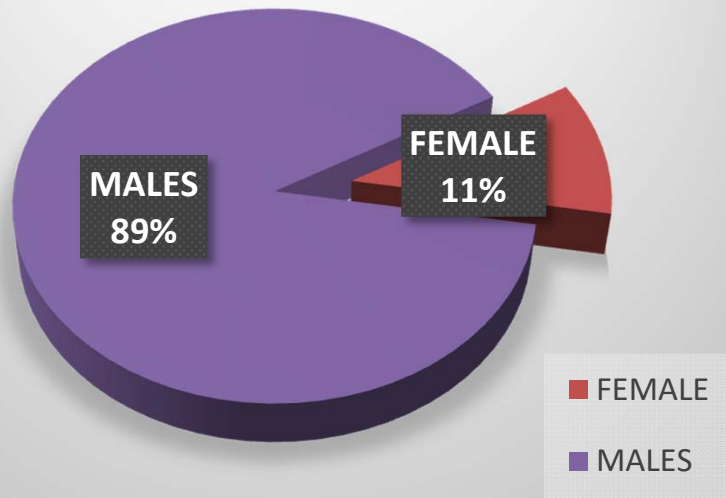
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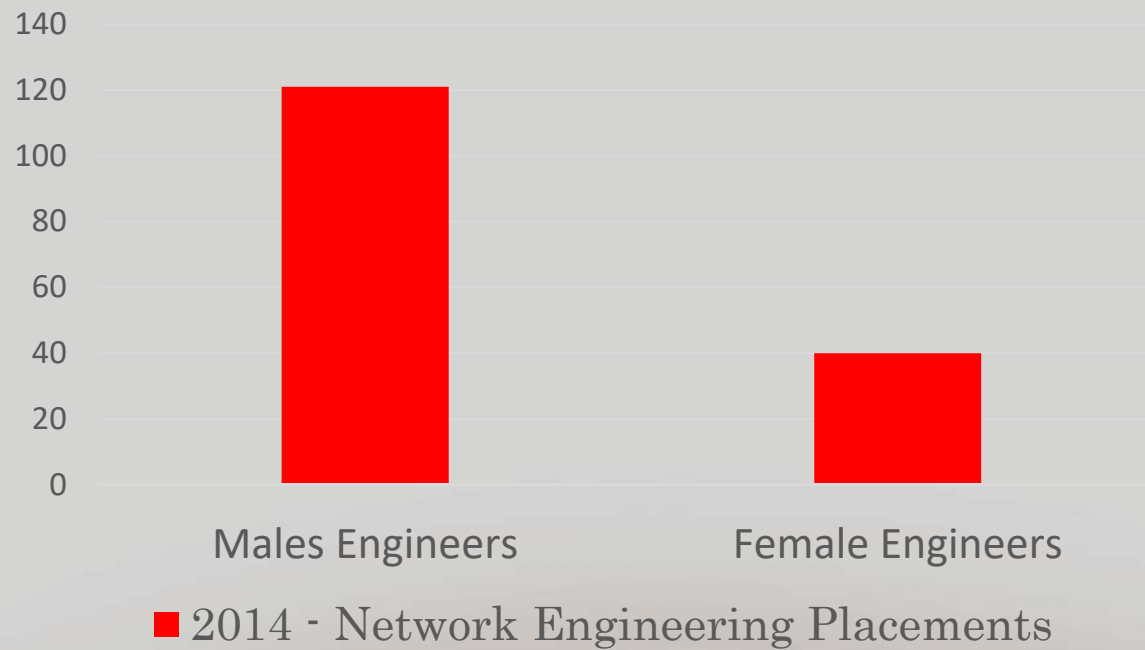
INTRODUCTION

2013 ECSA Registered Engineers





INTRODUCTION cont.





PROBLEM AND THEORIES

Who



What



When



How

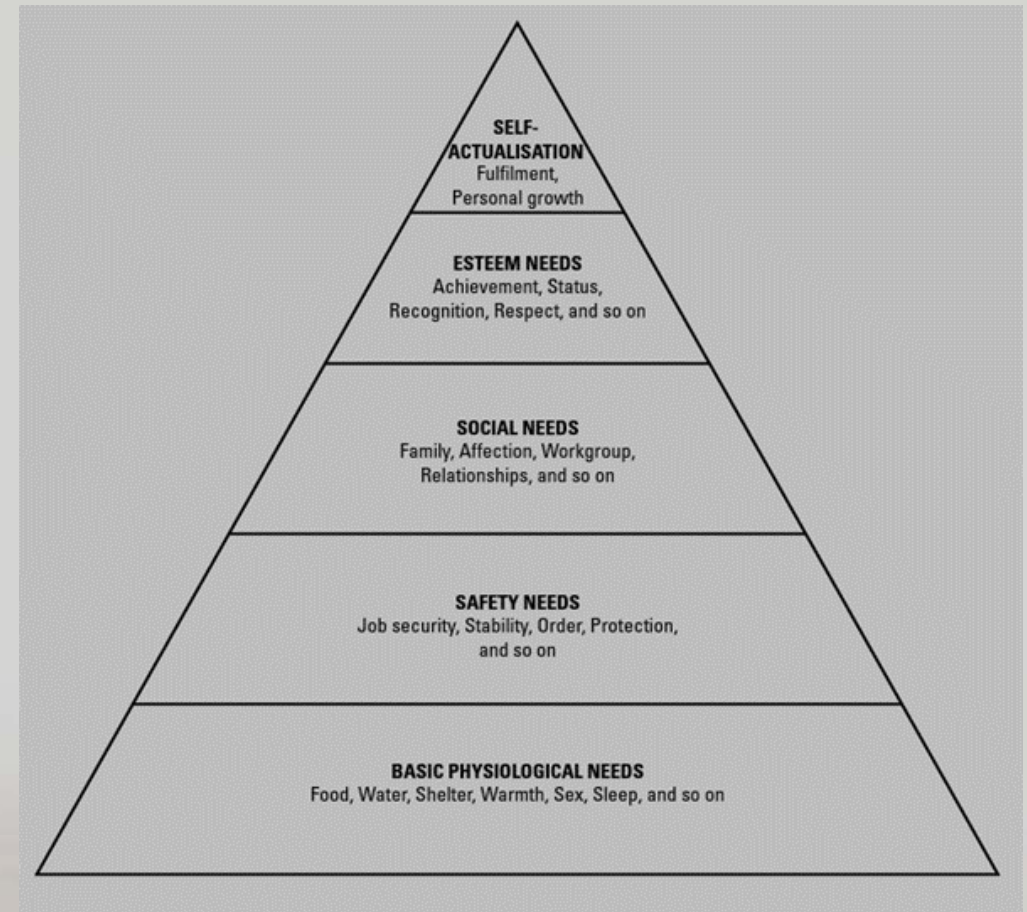




PROBLEM AND THEORIES cont.

Theories:

- Retention
- Organisational Culture
- Sociocultural Factors
- Leadership



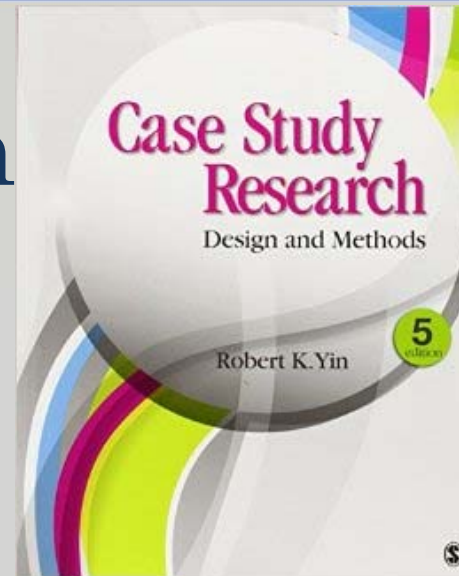


RESEARCH METHODOLOGY

Qualitative Research



Literature Review

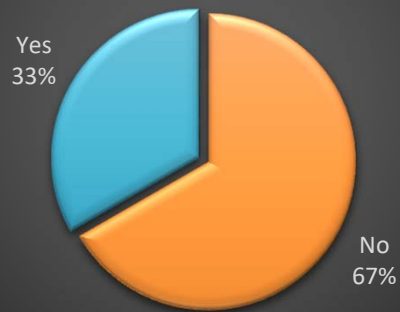


Purposive Sampling



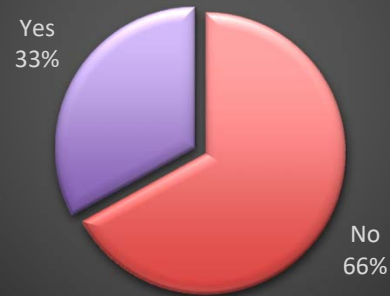
FINDINGS

Do you feel there is equal opportunity for all genders at your workplace?



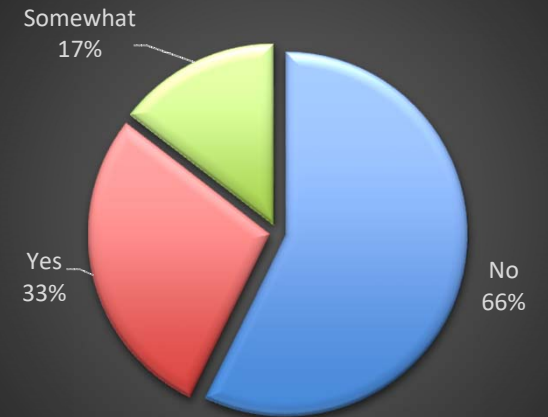
■ No ■ Yes

Would you like to change anything about the workplace or your working environment?



■ No ■ Yes

Are you satisfied with your working hours?



■ No ■ Yes

Interview question examples



FINDINGS

- 1 Ambiguous feelings towards the industry
- 2 Career development very important
- 3 Work life balance
- 4 Motivational factors for men and women differ
- 5 Power and Respect = discrimination
- 6 Gender stereotypes
- 7 Retention strategies



RECOMMENDATIONS

- 1 Diversity training workshops
- 2 Improve work-life balance policy
- 3 Increase female mentors
- 4 Career growth and development plans
- 5 Retention strategies
- 6 Improve employee recognition



FURTHER RESEARCH

Challenges of attraction to the industry



How men experience female engineers in the workplace



CONCLUSION

Who : Young Female Engineers
<30 years of age

What : Career Development,
Hostile Environment, Work Life
Balance

When : ± 5 Years of Experience

How : Challenges are Real,
Constantly have to work harder,
Until they leave



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Thank you for attending.



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