

The challenge of engineering careers for women.

Engineering has long been reputed for being a male closed circle and universe which women struggle to enter.

The set of document / dossier / file under study reminds us of the stereotyping and prejudice women face in the tech sector through the testimony/interview of a female engineer named Emma Kent published by the Guardian in June 2020, an article issued by the BBC in August 2017 and a graph showing the evolution of the share of women in Big tech companies posted by Statista in 2021. With the help of these 3 documents, I will wonder if women can find their place in the man's world of engineering.

To begin with, the 3 documents in the file highlight the fact that engineering is not very welcoming to female workers which results in a huge gender gap, especially in leadership positions. Indeed, doc 3 proposes data proving that out of all professional sectors, the Big Tech world is the least likely to offer opportunities to women with an average of only 25% female workers in big names of the industry such as Microsoft, Apple or Facebook. This can be explained by the fact that women are being discouraged from choosing engineering by the school system, as doc2 suggests, or even by their parents, according to Emma Kent. Doc1 and 2 also argue that the bias and gender stereotyping in the sector is inevitably excluding them, as many men maliciously put forward biological differences to justify the gap. And when they finally manage to join the sector, society is here to remind them that the husband should be the engineer, as Emma Kent also regrets.

In spite of all these obstacles, progress is being made for women in engineering. Doc 1 argues that more diversity is observed in companies' recruitment and the trend may continue due to the difficulty in replacing retiring male engineers. Chelsea Slater promotes all the companies offering « marvellous diversity » in doc 2, which echoes Emma Kent's own story at the Met Police and her 50% female team. The set of documents also raises the issue of female support in tackling prejudice and bias. Both doc 1 and 2 underline the importance of role models proving that, as Emma Kent, you can be a woman, a mother and an engineer at the same time while taking advantage of recent flexible work constraints. This confidence is what organizations like the Liverpool Girl Geeks try to bring to those wanting to get into the tech sector. Finally, the change in men's mentality has been crucial to this progress as they now react to sexist abuse (doc 2) or accept to share parental responsibility, as Emma Kent's husband did.

To conclude, although progress is made, it remains slow according to Emma Kent, and female engineers still have a long way to go before reaching equal opportunities or consideration.