



# Factors affecting the balancing of Gender Representation in the Engineering Industry

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## ABSTRACT

Gender disparity in the engineering industry is a well-recognised problem. Engineering is a growing industry, and the lack of gender balance affects the diversity of thought available to it, as well as the potential workforce. In New Zealand, research has not been conducted into factors affecting gender representation. This study assesses the career progression of men and women in the engineering industry and identifies barriers and initiatives which have affected their career. Qualitative and quantitative data was collected to illustrate the issue and potential solutions. This data included a high-level survey, questionnaire and focus groups. Through this, the most prominent factors have been identified and analysed with proposed methods for how they could be addressed. The conclusions gained through this research will be beneficial to those across the industry in New Zealand working to improve diversity within engineering.