

These data are coming from the IESF (Ingénieurs et Scientifiques de France) survey carried out in March and April 2012 among the graduates of Grande Ecole of Engineering which are authorised to award the engineer title in France. The graduate numbers are 750 000 of which 131 200 are women ie 17,5% (from 24 to 65 years). This text represents the situation in 2011.

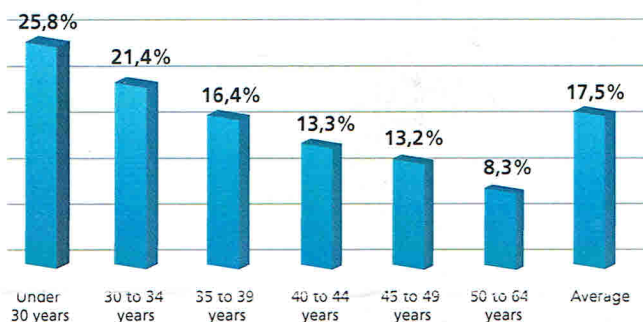


GIRLS in engineer jobs and the choice in the specialized fields

Whereas the proportion of girls in the Grandes Ecoles in France was not more than 10 % during the seventies, it is now more than 27 %. Nevertheless his proportion has been almost stable for ten years.

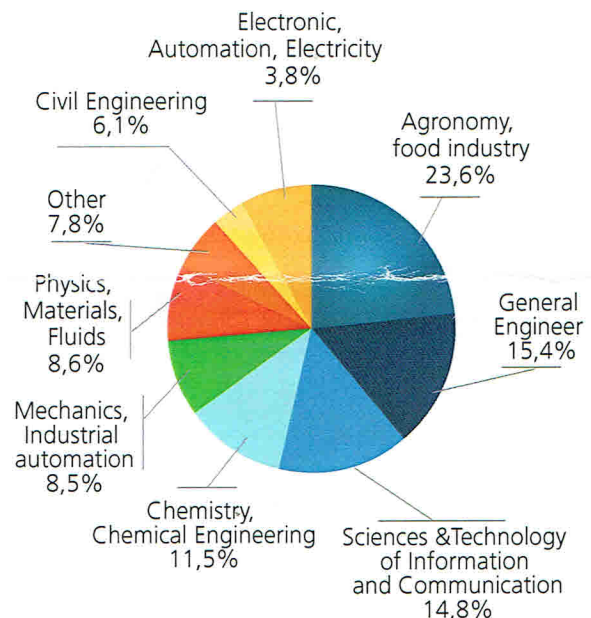
Whereas the proportion of women share is low (8%) in the older age range , this proportion reaches 26% in the " under thirties" .

Estimation of the women percentage among the engineers according to the age rang



At the beginning of 2012, among the 31 200 women's engineers below 65 years, 24% have a degree in "Life Sciences and Agronomy". This speciality is still today the girls' first choice. The general engineer and specialized ones in Sciences & Technology of Information and Communication (STIC) make up 15 % of the women engineers, followed by the Chemistry ones (11,5%). Since 2010, the STIC have been losing their appeal to women with only 12,1% of the " under thirty year old " engineers until the end of 2011.

Women repartition according to their specialized fields after education



How do women engineers begin their professional life?

Among the engineers who have looked for a first job in 2011, 54% have found a job before getting their degree , 45% have found one in the next 6 months, this was a very good result probably due to the training included in the education. The Committee of Engineer Title imposes 28 weeks of training of which 14 must be in firms.

Where was the first job of " under thirty year old " engineers?

More than 6 engineers out of 10 mentioned a "really easy" or "rather easy" job hunting and less than 2 engineers out of 10 said they had some difficulties in the first job hunting.

In addition to an easy and quick job access three young graduates out of 4 have a positive evaluation of the appropriateness to the first job and the received education.

How do women engineers balance professional life and personal life

Women engineers are younger than men: 61% are less than 35 years old, while only 40% of male engineers are.

Among women engineers, 71% live with a partner and while they more often live with a partner in younger age groups (that get married earlier) they are more often single after 45 years, in the same proportion as all French women in managerial position (source: INSEE). 94% of their partners are working.

When they choose a job, women engineers care more for balancing personal and professional life : it's necessary for 67% of women engineers and only for 53% of men engineers. Indeed, they more often work part time, especially when they raise children: 70% of women who work less than 90% full time have two children younger than 16 years, or more. Only 10% of these part time female workers don't have or no longer have a less than a 16 year old child.

Which professional life for women engineers?

Among women engineers, 83,9% are employees with a manager status, and 80% hold a permanent contract. 7,7% are civil servants, but this proportion is strongly decreasing. 7,2% hold a temporary contract and other types of contracts (temporary work, semi-retired, active retired) are rare. Industry (except food-processing industry) is the first employer of women (44%).

The ratio of women engineers looking for a job (including first job) was 6,1% at the end of December 2011, instead of 7,5% two years before. This decrease of 1,4 points is lower than the decrease observed among all engineers; the unemployment rate of all engineers has gone down from 5,4% to 3,5%. These figures have to be compared to the unemployment rate in France which is 8,8% for men, and 9,8% for women (source: INSEE, 4th quarter 2011).

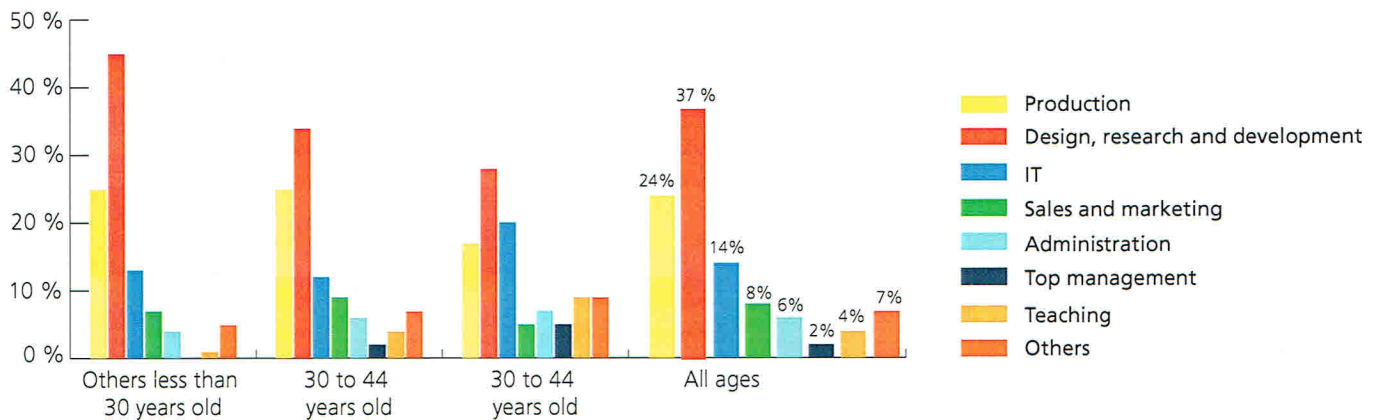
Women engineers and business start-up : an initiative still to be developed

2% of women engineers work in a company they have created or taken over. This rate is 4% for the whole population of engineers.

Women engineers work mostly (but not only) in technical functions

Design, research and development (45%) or production (25%) are the first job for 45% of less than 30 years old women engineers, while older population is more equitably divided between production (17%), research (28%) and IT (20%).

The weak number of women between 45 and 64 had an influence on their probabilities to reach an executive position; women are much more likely to have a technical function than an executive or managing position, which is stagnating at 12% in this age bracket.

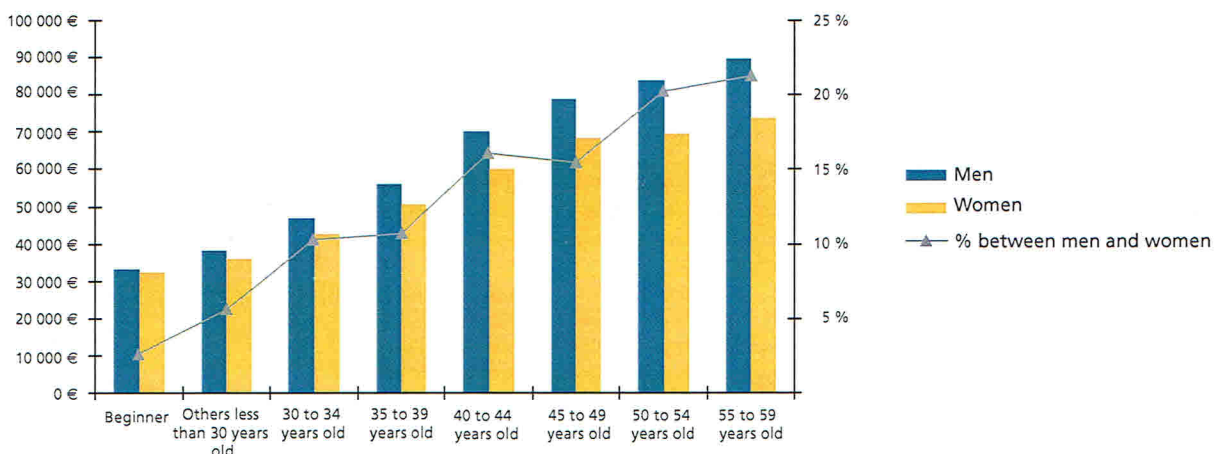


Working abroad

This is less than for the whole engineer population who are 15,2% to work abroad, but the proportion of women working abroad is increasing; they were only 10,6% 4 years ago.

Salaries in 2011

Median income (so that 50% of engineers did earn more) in each age group and for each sex in 2011



In 2011, annual median income of women engineers was 45350 (57300 for men, which represents a +26% gap with women). The annual average income was 52657 (while it was 69934 for men engineers, which represents a +33% gap with women). These two gaps have decreased by 3% since 2009.

These gaps can be due to the different functions occupied by men and women, women being less represented in top earning positions.

Conclusions

Women engineers have a variety of careers, rather well paid and are less likely to be unemployed. Their career does not affect their personal and professional life balance and their low representation is finally an asset in the world of work. These figures, which break a great number of preconceived ideas, must encourage young girls to choose engineering studies, where they are often successful.