

## Draft

### Guidelines to enhance the Situation of Under-represented Groups in FIG

#### 1 Why to deal with Under-represented Groups in FIG

The work of FIG depends on a relatively small number of surveyors considering the fact that FIG represents about 230,000 persons in the surveying profession world wide. The group of international active surveyors in FIG is over aged and male dominated. The number of young men and women engaged in the work of FIG is of concern. And there is also a lack of participants from associations (countries) which are financially less strong.

The Task Force on Under-represented Groups was established in Buenos Aires 1996 in response to concerns from the Commissions, the Council and the General Assembly that under-represented groups like women, students, young surveyors and cultural groups were not well represented in FIG and to give better opportunities for these groups to participate the international co-operation in surveying.

The Task Force was established to encourage women and young surveyors to participate in national associations and FIG and specifically to consider and bring forward recommendations for

- enhancing professional development opportunities for women and young surveyors,
- encouraging equal opportunities for individual members within FIG, not depending on gender or native language or other cultural characteristics,
- facilitating professional contacts for women and young surveyors, as well as for linguistic minorities, within the FIG community.

The time span of this Task Force was limited and ended in 2002 with the FIG Congress in Washington.

The Joint Commission Working Group 1.5 on Under-represented Groups in Surveying has been continuing the work of the Task Force.

The terms of reference of the Working Group are as follows:

- Survey the role of minorities in the world of surveying and the benefit of diversity.
- Analyse the present status of under-represented groups and be aware of good practices concerning the support of under-represented groups in FIG member associations, in professions and at universities.
- Enhance fair competition for minority groups.

#### 2 Why women, young surveyors, cultural minorities and financial less strong members are important in FIG

Measures and activities were mostly taken from a certain group for this certain group. The consequence could be that requirements of under-represented groups are not considered. Equality and same opportunities for all are important issues. A lack of access for under-represented groups means that the valuable knowledge of these groups is not turned to good account. Diversity is an advantage.

The promotion of equality must not be confused with the simple objective of balancing the statistics: it is a question of promoting long-lasting changes in organisations like FIG. The implementation of gender mainstreaming provides a win-win situation for all sides. Gender mainstreaming recognises diversity between genders; it also cuts across other kinds of differences, for example ethnicity, class, disability and age. Gender mainstreaming is not about adding a "woman's component" or even a "gender equality component" into an existing activity. It goes beyond increasing

women's participation. It means bringing the experience, knowledge, and interests of women and men to bear on the development agenda.

### **3 Why students are important in FIG**

FIG represents an important international perspective of the survey profession. It is important for students to get a connection to the organisation and this international point of view in an early stage of the studies. A connection to FIG offers a possibility for the students to get an international commitment, a chance to meet people of the same age in the same situation and a chance to meet experienced colleagues. A gathering of students connected to FIG would be the beginning for the next generation of surveyors to get a professional and social network with personal contacts. It will also bring a chance to meet new friends and future fellow workers.

Another aspect of the meetings between students from different countries is the possibility with exchange studies. It is easier to establish a contact with a university abroad if you already have a personal contact there. The experience of exchange studies brings personal development and understanding for different cultures, which are important in the forthcoming work as a surveyor. Therefore, FIG should work to promote international co-operation also for students.

Moreover, to let survey students join the Congress or Working Week is a stimulant to FIG and brings important rejuvenation to the organization. Active participation of the next generation in FIG is very important for the future for all professions connected to the organization. Students involved in FIG do not meet all the needs of today, but they will meet and develop the challenges of tomorrow.

### **4 Activities**

During the last years the Task Force and the Working Group gave a lot of recommendations. Several of these recommendations are already implemented. They are completely listed to get a better overview. With the adoption of the guidelines these recommendations shall be to implemented.

#### **4.1 Hosts of Congresses, Working Weeks and Regional Conferences**

It is a possibility for local survey students to participate when an event takes place in their home country. A low fee for students should be fixed to facilitate the attendance of students. The organisers enable the attendance of 20 students to assist.

An evaluation of the participants concerning gender, age and Commissions is necessary to get more information about the participants of Congresses, Working Weeks and Regional Conferences and to implement targeted activities.

Organisers provide meeting points with tea and coffee or lunch to facilitate the contact of participants.

Organisers enable several Commission meetings or workshops during a Congress or Working Week if asked-for, also after the presentation of papers. This would enable discussions in Commission meetings afterwards.

Beside a session for Commission meetings a session for Task Forces or Joint Commission Working Groups will be established to enable the attendance of members which are normally also involved in commission activities.

Commission meetings or workshops are part of the Congress or Working Week. They are announced in the program as open meetings for all Congress participants.

The organisation of a students session will offer the opportunity to talk about experiences, differences between their educations and the possibilities to exchange studies.

Only one registration fee for the Congress and the General Assembly facilitates the attendance of Commission delegates to the General Assembly.

Hosts of Congresses, Working Weeks or Regional Conferences could possibly implement a symposium (Cadastre Day, Hydrographic Day, ...) with simultaneous translation to facilitate the attendance of national participants when it is not possible to have a simultaneous translation for the whole event.

Speakers have the possibility to present their papers in their own language, but in this case slides have to be translated into English, and a colleague provides the translation into English, along with the oral presentation.

#### **4.2 Member Associations**

Member association play an important role to enhance the situation of under-represented groups in FIG. They may influence who will participate at Congresses, Working Weeks and Regional or National Conferences. Delegations should be gender and cultural balanced. The attendance of young professionals and students should be supported and sponsored. Member associations should be interested that a surveyor of the future has a width in her or his approach to the forthcoming profession.

#### **4.3 Academic Members**

Another way for students to take part in FIG is to get the universities interested. The Universities could arrange suitable contests to find interested students, and sponsor their participation at the Working Week. To sponsor a student is a great chance for both the University and for the specific student. The student becomes an ambassador for the university, which leads to advertisement.

#### **4.4 Commissions**

FIG's technical work is led by the Commissions. Not only for national delegates, also for corresponding members Commissions could be a platform for an exchange of experiences and knowledge. Commissions gave information with topical homepages and newsletters and facilitate the attendance of Commission meetings.

To improve the co-operation between the Universities and FIG, Commission 2 - Professional Education- establishes a Working Group for students. It is important to implement a forum to maintain the regularity in the work because students are involved for a limited time. The Working Group could be the link between FIG and the worldwide students.

Another way of helping students to be part of FIG is if experienced members stand by students and become some kind of mentor. This mentorship would lead to pleasure for both the mentor and the student since they both can inspire each other. The student will come with new ideas from an educational perspective while the Surveyor inspires the student with knowledge and experience. The mentor and the student could have their contact during the year via e-mail for example and then meet during Congresses or the Working Weeks.

#### **4.5 General Assembly**

The General Assembly implements Gender mainstreaming to mobilise all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situation of men and women (gender perspective).

The Task Force recommended the organisation of Regional Conferences to facilitate the attendance of young surveyors and students. In the meantime some Regional Conferences took place.

The General Assembly elects the Council members and Chairpersons. FIG Nomination Review Committees assist the General Assembly. Besides a regional and cultural balance also gender has to be taken into account. Therefore should be nominated at least one woman in each committee.

For each official position within FIG a check should be performed before any candidature is accepted and proposed to the votes, to verify that the candidate is able to speak English with the following feature: slowly, with a systematic accentuation of all syllables, avoiding carefully uncommon words.

Students seldom have the possibility to finance the participation in Congresses and Working Weeks. Some kind of sponsoring is necessary for the students to be able to join the meetings. One way to make this happen is that FIG supplies students with Scholarships.