



# FIG Working Week 2024

19-24 May

Accra, Ghana

Your World, Our World:  
Resilient Environment  
and Sustainable  
Resource Management  
for All

Presented at the FIG Working Week 2024,  
19-24 May 2024 in Accra, Ghana

## Diversity Within Surveying, and Also in The Provision of Surveying Services to The Community (Paper ID 12556)

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## Introduction

Gone are the days when service providers only stuck to one way of doing things

Diversifying the services and adding value is the norm,

Embracing both backward and forward integration of services in the surveying field

The shift towards diversification and integration in surveying practices reflects a broader trend in service industries,

Innovation and adaptability are key to success

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## Objective

The study investigates the critical role of diversity within the surveying profession and its impact on the provision of surveying services to the community.

It examines how embracing inclusivity in gender, ethnicity, and background among surveyors can enhance the effectiveness, sustainability, and community responsiveness of surveying projects.

## Specific Objectives

To enhance diversity within surveying

To diversify service provision in the community

To impact the community with the services

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## Significance

The study is useful to the entire surveying profession and the community at large

For the surveying profession, it highlights the importance of incorporating diversity in terms of gender, ethnicity, and background, which is crucial for adapting to the rapidly changing socio-economic and environmental landscapes

The diversity fosters innovation, creativity, and a broader understanding of complex issues, enabling surveyors to devise more effective and sustainable solutions.

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## Methods

This paper used a desktop review of secondary data using a ‘text-based approach’ to draw on a range of secondary data sources, including nonpeer-reviewed journal articles, conference papers, doctoral thesis, books, briefs on policy issues to identify gaps in surveying profession in addressing issues of dynamic and emerging issues, especially in the contemporary world.

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## Results

The study found that the impact of gender inclusion in the surveying profession is multifaceted and significant, influencing both the dynamics within the profession and the quality-of-service delivery to the community

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## Key Findings

A key finding was the underrepresentation of women and other marginalized groups in the surveying field, likely a result of entrenched societal norms and traditional gender roles, which Social Role Theory helps to explain

The gender imbalance affects not only workplace culture but also professional opportunities and advancement for women in surveying

A lack of diversity within the profession could lead to a narrowed perspective on community needs, potentially resulting in biased service provision

However, where diversity improved, so did service delivery, with a broader range of community needs being addressed.

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- **Key Findings**

The study found that diversifying the provision of surveying services significantly impacts the socio-economic environment, highlighting the profound benefits of inclusivity in this field

A notable finding was that when surveying services incorporated diverse perspectives, especially from underrepresented groups, there was a notable improvement in addressing the varied and specific needs of different communities

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## Key Findings

This diversification in service provision led to more equitable and comprehensive development projects, better reflecting the unique characteristics and requirements of each community.

The study also revealed that diverse teams in surveying were more innovative and capable of devising creative solutions to complex socio-economic challenges.

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## Suggestions

A more inclusive workforce in the surveying profession leads to a richer understanding of varied community requirements and a more equitable distribution of services

Proactive measures to encourage gender inclusion in surveying, such as targeted recruitment efforts, supportive workplace policies, and educational programs aimed at breaking down traditional gender stereotypes

The study underscored the critical role that gender diversity plays in enhancing the effectiveness, equity, and responsiveness of the surveying profession to the diverse needs of the community

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## Conclusion

The contribution of surveying services to the general ecosystem and community sustainability is crucial and multi-dimensional

Surveyors play a pivotal role in sustainable land management, which is vital for maintaining ecosystem health and supporting community well-being.

Their precise mapping and analysis aid in the efficient and sustainable utilization of land, balancing development with environmental conservation.

Surveyors also provide critical data for environmental conservation efforts, helping in the management of natural habitats, water resources, and biodiversity

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## Conclusion

In the realm of disaster risk management, surveyors are key in aiding communities to prepare for and recover from natural disasters, offering essential data for risk assessment and recovery strategies

Their precise mapping and analysis aid in the efficient and sustainable utilization of land, balancing development with environmental conservation

Surveying services are integral to fostering ecosystems that are balanced and sustainable, and communities that are resilient and responsibly developed

Infrastructure planning and development contributes to building resilient and environmentally sensitive communities

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## Conclusion

Gone are the days when service providers only stuck to one way of doing things, but rather diversifying the services and adding value is the norm, and embracing both backward and forward integration of services in the surveying field

The shift towards diversification and integration in surveying practices reflects a broader trend in service industries, where innovation and adaptability are key to success

Integrating services across different stages of surveying – from initial data gathering to final implementation – ensures a more cohesive and effective approach to project management. This integration is crucial for addressing complex environmental and societal challenges, as it enables surveyors to provide insights that are both deep and broad, offering solutions that are sustainable and holistic

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## Conclusion

Surveyors must transcend their traditional roles as advisors and actively engage as doers, significantly impacting the environment in which they operate.

It is essential that they advocate for gender inclusion in the workplace, demonstrating a commitment to diversity not just in words but through concrete actions.

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*Thank You*

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International Federation of Surveyors supports the Sustainable Development Goals

## Commission # 1

Professional standards and practice

Serving Society for the Benefit of People and Planet



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