**Shanghai next generation FemAle Engineer Career planning and success in New high Technology Industry**

**ERFAN JU**

Shanghai Woman Engineer Association, Executive Director

[jef2008jef@hotmail.com,](mailto:jef2008jef@hotmail.com,) 13916045398

**Abstract**:This paper explores Shanghai next generation female engineer career planning and development in the new high technology industry .The Global Gender Gap Report,2018, shows that females are underrepresented in more and more areas of work that require knowledge or skills in science, technology, engineering and mathematics (STEM). The female gender gap in the STEM is becoming more obvious. Indeed young females tend to be more reluctant to choose STEM and engineering jobs that are both intellectually and physically challenging. What have we done to change this situation?

As a professional female society organization, Shanghai Woman Engineer Association has implemented a series of actions since 2000. The young female engineer members share 65%. Eighty percent of these young female engineers are married and 70% with children. During the past decades, the Association has paid long-term attention to the physical and mental health of young female engineers as well as their career development. Based on the national regulation and developmental strategy, the Association helps young female engineers to analyze the requirement of the society and choose suitable jobs accordingly. Specifically, multiple channels have been established to help young female engineers to obtain technical skills for their jobs. In the high technology industry, the Association helps them set up proper career plans and achieve a successful career step by step. They also suggest young female engineers well balance the relationship between career and family. Most of young female engineers grow fast and become experts in their fields.

For example, in the Shanghai metro industry, many young Association members expressed that the Association help become Science and Technology (S&T) professional talent and get the win & win on both family and career.

At the same time, the Association also provide a platform on which young female engineers can share professional technical information, having entertainment together, and support each other. After enrolled in the association, many young female engineers not only become experts in the STEM area but also make great progress as leaders in the management filed. These progress and achievements make young female engineers really capable and enjoy the STEM and high technology jobs.

**Keywords**: young female engineers, female career values, balance, multiple way and different channel, technology expert, become Science and Technology (S&T) professional talent ,

**Conclusion:**

The balance is the gold ! Most of young female engineers are doing very well from the following career balances:

Balance between national policy and the security of female job;

Balance between country development needs and young female’s own advantages,

Balance between the high-tech emerging industry requirement and the young female’s personal career development;

Balance working hours and careers with young female’s marriage and give birth period,

Balance and succeed in changing different roles among the family, the career and society,

Balance and proper arrange time for young female own careers and the education of their children