

And Finally.....

You should never believe all the things you read in the newspapers. Here are two brilliant examples of information that are just incredibly ridiculous.

Headlines that screamed:

COULD WIND FARMS OF THE FUTURE BE UNDER WATER?

In fairness to the copy writer it went on to say, "Wind turbines are often bemoaned for their unsightly appearance, noise and danger to wildlife – but what if we put them under water?" It then returned to some form of rationality to explain that a company was looking at a scheme to put turbines under the sea. Not a lot of wind down there!

But the prize for complete lunacy must go to this one:

IS BMW WORKING ON AN ELECTRIC CAR THAT COULD DO 706 MILES PER GALLON?

Eh? How does that one work? Can anybody tell us what a gallon of electricity looks like?

We have to thank our chums at the good old Daily Mail for these howlers.

If any of our readers come across similar pieces of nonsense, we would be grateful if you would share them with us.

The Very Last Word

Goes unusually to Sir Nicholas Soames, who it is said does not mince words.

It is reported that he was very "displeased" to hear of Iain Duncan Smith's resignation, continuing that "It's a bloody nuisance and it has already destabilised an already fractious and not very well disciplined party."

He eloquently concluded, "If you have an Alsatian sitting in front of you and it growls and bares its teeth, there are two ways of dealing with it.

You can pat it on the head, in which case it will bite you, or you can kick it really hard in the balls in which case it will run away."

No further comment is necessary!

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Richard White

The President's Page

It has been very nearly two years since the previous Engineer Today was published. That I admit has been down to me and I offer no excuses.

We are now back in business and I hope to ensure we continue to produce four copies a year as we said we would. In the intervening time what has happened? Quite a bit.

Our Full Time Officer Kevin O'Gallagher took early retirement and was replaced briefly by Mike Smallwood, who also took early retirement. We then were moved out of the Headquarters building in Holborn and John Rowse, the South East Regional Secretary, came to the rescue and provided us with a new Full Time Officer in the person of Debbie Watson. Debbie came to last year's Annual Members Meeting (AMM) and spoke about her vision for the future of UKAPE. She then promptly went off on a period of extended leave and has been replaced by Richard White, we understand, on a temporary basis. Richard has been invited to the next AMM when no doubt he will give his views on the future of the Association.

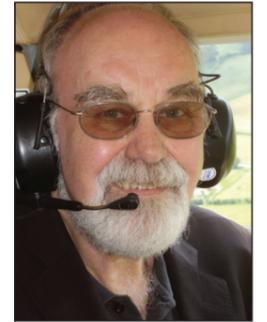
There are still unfilled vacancies on the Executive Committee and we invite, nay implore, members in the affected centres to come forward. The job of a Centre Representative is by no means onerous or time consuming. It involves two meetings a year almost always in London and possibly a few odd jobs that are entirely voluntary. It does, however, give the individual concerned the opportunity to influence the direction and policy of the Association.

The Executive Officers have at last almost come to grips with the FUZE programme that enables meetings to take place over the internet. Problems are still encountered which involve conversations such as, "I can hear you but not see you" etc. I am sure this will soon correct itself and that the system will run as smoothly as the programmers claim (he said, unconvinced).

The one topic that appears to have gripped the politicians and the press, if not the public, is the forthcoming referendum on membership of the European Union. Most of the published information appears to be based on ill-informed rhetoric, which is not the best way to come to a decision. Although UKAPE is firmly apolitical and therefore does not have a view on this matter, we have nevertheless prepared an article in which we have endeavoured to consider how leaving the EU could impact on the Engineering Profession. Of course, the consequences of leaving are all speculation as far as the press and politicians are concerned because this is completely new territory, however we have done our best to stick to the facts that are available.

Which only leaves us to remind you that there will be an Annual Members Meeting in June and we will be pleased to see as many members in attendance as can be there. The details are covered elsewhere and an official calling notice will be sent to all members at the appropriate time.

Bob Simpson
 President



Bob Simpson

Richard White

Richard White is our current Full Time Officer and he has provided some details of his career to date.

Richard left University and joined Portsmouth City Council in January 2005. He was elected Shop Steward for the UNITE members within Transport Management in late 2007. In 2010 he was elected the Full Time Convenor in Portsmouth City Council, covering around 1200 members in various roles including school staff, port workers, cleaners and social workers.

In August 2015 he began a twelve-month secondment with UNITE and currently covers members in manufacturing, engineering and IT. Which of course includes UKAPE.

Richard has been invited to attend the forthcoming Annual Members Meeting in June and will no doubt be happy to answer any questions members may wish to put to him.

To go or not to go – That is the question

With the forthcoming referendum, it looks as though everybody has a view on the European Union and these are mostly formulated by a combination of the popular press and Nigel Farage. In the main and in short, it seems that there is a perception that the UK is run by a bunch of foreign bureaucrats and that there are too many regulations. Dealing with the first point, are the foreign bureaucrats any better or worse than the posh boys currently running the UK who wouldn't know where to buy a pint of milk, never mind how much it costs? On the second point, the UK is independently highly regulated without the intervention of the EU and is it feasible that all this would disappear should the UK decide to leave? I doubt it. We Brits appear to love regulations; after all we are the only members of the EU that take any notice of them. Do we seriously think the Spanish, the Portuguese or the Italians take these things on board? Of course not. Arguably, we probably have the largest Health and Safety industry in the world and all that entails. Having said that, do we really know what the EU is and what its aims and objectives are? With this in mind we have produced a short history/explanation, so here goes.

The EU is a unique economic and political partnership between 28 countries that together cover much of the continent of Europe. The EU was created in the aftermath of the Second World War to foster economic co-operation. The idea being that countries who trade with one another become economically interdependent and so are more likely to avoid conflict.

The result was the European Economic Community (EEC), created in 1958, with initially increased economic co-operation between six countries: Belgium, Germany, France, Italy, Luxembourg and the Netherlands. Since then, a huge single market has been created and continues to develop towards its full potential. What began as a purely economic union has evolved into an organisation spanning policy areas, including amongst other things development aid, environmental issues, employment legislation and health and safety matters. A name change from the EEC to the European Union (EU) in 1993 reflected this.

The EU is based on the rule of law. Everything that it does is founded on treaties, voluntarily and democratically agreed by all member countries. These binding agreements set out the EU's goals in its many areas of activity. The EU has delivered half a century of peace, stability and prosperity, helped raise living standards, and launched a single European currency. The abolition of border controls between EU countries means that people can travel freely throughout most of the continent, and it has become much easier to live, work and travel abroad throughout Europe. The single market is the EU's main economic driving force, enabling most goods, services, money and people to move freely. A key objective is to develop this huge resource to ensure that Europeans can draw the maximum benefit from it. One of the EU's main goals is to promote human rights; human rights both internally within the EU and around the world. Human dignity, freedom, democracy, equality, the rule of law and respect for human rights. These rights are the core values of the EU. Since the Lisbon Treaty came into force in 2009, the EU's Charter of Fundamental Rights brings all these rights together in a single document. The EU's institutions are legally bound to uphold them, as are EU governments whenever they apply EU law. Whilst the concept of human rights has had something of a bad press in the UK in recent years, it should be remembered that many of the basic ideas that gave rise to the human rights movement developed in the aftermath of the Second World War and the atrocities in Nazi Germany, culminating in the adoption of the Universal Declaration of Human Rights in Paris by the United Nations General Assembly in 1948.

So where does all that leave Engineers? The major institutions are silent on the possibility of Britain's departure, other than the Institution of Engineering and Technology (IET), to which we will return. The trade unions are being slightly reticent, although UNITE is in favour of staying in the EU but the Executive has yet to decide how it is to campaign for remaining. The UNITE website lists the perceived benefits that have accrued so it is not necessary to repeat them here; they can be found at: www.unitetheunion.org and follow the links to EU Referendum 2016 and "What has Europe ever done for us?" This does not mean that these benefits will be lost should the UK leave, neither does it mean they may not be improved. This is of course pure speculation and serves no useful purpose. A number of industrial big hitters including Siemens and BMW have indicated that they would be concerned about Britain leaving the EU, largely due to the possibility of tariff barriers being put in place and costs rising. The alternative view is that there would be free trade as there is currently with Iceland, Norway and Switzerland. Again this is all pure speculation and will only become apparent should an exit take place. The Airbus Group is currently silent on the subject of Britain's possible departure, but as this is a consortium of interested commercial organisations it is likely to be unaffected, although increased tariffs could create problems. The implications of an exit, according to a number of industrialists, are that there could be massive job losses given the scale of some of the companies involved.

In reality, all this is nothing more than guesswork at this stage, and in the case of at least one politician the reasons for supporting the UK leaving the EU would appear to be little more than an attempt to undermine Cameron with an eye to a future leadership contest. It is of some concern that this one populist politician with a plummy voice and a ridiculous coiffure can precipitate a 2% reduction in the value of the pound without giving a single cogent reason for the view he has adopted.

The pundits are now suggesting that the pound could fall by up to 20% if the referendum produces an "out" result. Again this is pure speculation. So, to the one thing that we can say will definitely be lost to the UK should the vote go for a withdrawal,

which is EU support for Research and Development. At the start of 2014, the European Commission introduced a new scheme to support research and innovation. This is designed to promote economic growth and create jobs. It is known as Horizon 2020 (H20) and offers companies and research bodies the opportunity to access more European funding than before.

H20 has succeeded the previous scheme known as Framework Programme 7 (FP7) as the main financial arrangement for funding EU based research and innovation. The new arrangement has very nearly €79 billion available over the period 2014 to 2020. This is a 46% increase over the previous FP7 funding. If this figure is broken down, the funding is intended to strengthen the EU's position in the general area of science, has a dedicated budget of €24.5 billion, there is also a further dedicated budget of €17.9 billion to cover industrial leadership in innovation and a further €31.7 billion to deal with "societal issues" such as climate change, health and transport. These dedicated budgets clearly do not add up to €79 billion, so presumably the balance is dealt with on a discretionary basis. As a matter of some interest, the UK's universities, research bodies and businesses have participated in more projects under FP7 than any other member state. The UK received cash advances of some €7 billion under FP7 which was slightly less than that received by Germany, which received the largest amount.

H20 has three core objectives: tackling social challenges, creating industrial leadership and innovation and promoting excellence in science. Whilst these objectives are pretty general there would seem to be plenty of scope for engineers here. More information on H20 can be found at: <https://ec.europa.eu/programmes/horizon2020>

Now back to the IET or more specifically the IET Magazine, E & T. If you go to: <http://eandt.theiet.org/news/mar/hawking> you will find a list of articles the first one of which is headed: "Stephen Hawking says leaving the EU would be disastrous" This article refers to a letter sent to the Times by Stephen Hawking and 150 other academics in which they express concern that the restriction of free movement which would result if Great Britain left the EU would restrict the recruitment of suitably talented young researchers who come to this country funded by EU grants. It is fair to say that Switzerland have bought into this funding but are finding it difficult to recruit young scientists because of the border problems.

We have attempted to be objective in this article but it has been challenging. Whilst there may be compelling reasons which we have not covered which would make Britain leaving the EU an attractive proposition, it is difficult to see how working engineers could benefit following a departure from Europe. By the time the next edition of ET hits the streets, the great British public (God Bless 'em) will have cast their votes and the die will have been cast. We can only encourage all our members to vote as they see fit.

Bob Simpson

The UK Association of Professional Engineers Annual Members Meeting

Calling Notice for the 2016 Annual Members Meeting

The UKAPE Annual Members Meeting (AMM) for 2016 will take place in the Union Jack Club, Sandell Street, London, SE1 8UJ, on Saturday 18 June, from 11.00 am to 3.00 pm with a one hour break for lunch. Any full member is entitled to attend the AMM with a vote and submit motions for the Order Paper other than Bye-Law amendments.

Each Centre is entitled to send one full member as a representative with a vote and may submit motions to amend the Bye-Laws. If a full member is not available an ex full member who is a retired member may attend as a Centre representative with a vote.

Centre representatives and independent members must provide notice of their attendance together with any motions for the Order Paper, to reach Head Office by 18 May 2016 at the latest. Centre representatives to include a note of which Centre they represent. The notice must be sent by email to hon.secretary@ukape.org.uk or by post to The Branch Secretary, The U.K. Association of Professional Engineers, Unite the Union, South East Regional Centre, Chalvey Road East, Slough, SL1 2LS.

The Annual Members Meeting includes Executive Committee members and Officers, who may participate but without a vote.

Members attending may claim travelling expenses based on standard public transport costs plus £16.

TIME LINE AMM 2016

- 18 April – Last date for sending out the Calling Notice of the AMM to all members.
- 18 May – Last date for receipt at Head Office of motions and intention to attend from independent members and Centre representatives.
- 4 June – Last date for sending out Order Paper, reports and other papers to participants.
- 17 June – Last date for receipt of Emergency motions at Head Office for matters which could not have been known before 18 May.
- 18 June – Annual Members Meeting.

Millions of Self-Employed to Miss Out on National Living Wage

Some people, and until recently I was one of them, choose to be self-employed for all sorts of reasons: for example, a perception of freedom, tax advantages and being too old to obtain regular employment. Others who work for unscrupulous employers find themselves classed as self-employed because it suits the companies not to have responsibility for the workforce. This article is about the latter group.

1.73 million self-employed workers will continue to be paid below the national living wage (NLW) when it comes into effect from April 2016, according to research by the Social Market Foundation (SMF).

49% of self-employed workers are in low pay on an hourly basis, compared with 22% of full-time employees. On a monthly basis, this rises to 55% of self-employed workers and 29% of employees are in low pay.

Self-employment has grown by a quarter since 2000, now accounting for over one in seven workers in the UK.

SMF also found:

- **64% of low paid self-employed workers have no income from savings, investments or pensions, compared with 36% of low paid employees**
- **77% of low paid self-employed workers in London have no other sources of income aside from employment earnings**
- **28% of low paid workers are likely to live in low income households, compared with 19% of low paid employees**

The NLW will come into force from April 2016, setting a wage of £7.20 an hour for paid workers aged 25 and over.

SMF chief economist Nida Broughton, said:

"The government has focused its efforts on tackling low pay among employees. But in doing so, it is further sharpening the divide between employee and self-employed."

Mubin Haq, director of policy & grants at Trust for London, added:

"Stronger measures are needed to tackle this including specific sector support and examining the role of contractors in increasing the wage floor."

This practice is clearly in the same category as zero hours contracts and should be vigorously opposed by all trade unions including ours.

Jock's Thoughts on "Why UKAPE?"

Engineers' training and education covers an awful lot of ground, but money and people do not always get the emphasis they deserve. We have come a long way since one of my lecturers defined an engineer as "one who could do for sixpence what any bloody fool could do for half-a-crown" (he was a production engineer).

With increasing complexity and sophistication, engineers seem to have lost sight of their own value. I know of no other country where engineers have such low standing in the community at large – in France and Germany, for instance, ENGINEER is a title. [Ingénieur, which clearly has its root in the word ingenious. Ed.]

So – What is an engineer worth?

Civilisation as we know it depends on us. WE collect and distribute the water we need for life. WE design and build the ships and docks that trade depends on – and the planes and railways. WE design, build and house the means of production – and – and

SO – What is an engineer worth?? WHAT ARE YOU WORTH? And how can/do you get it? Who can help – who wants to help? The obvious answer is other engineers. That is, you, me, and others like us

WE [U.K.A.P.E.] are ENGINEERS, and we are FOR ENGINEERS

Jock Curren

UKAPE Vice President

The Gender Pay Gap

A report published this month by the Women and Equalities Select Committee has accused the government of being complicit in a system that perpetuates the gender pay gap.

The report, by a cross-party committee of MPs, highlights the lack of effective policy in many of the areas that contribute to the gender pay gap, and accuses the government of not having a coherent strategy to address them so that younger women do not encounter the same difficulties as they age.

Although the government claims that it is committed to eliminating the pay gap (which stands at 19.2 per cent) within a generation, it has remained at around the same level for the past four years. Women aged over 40 are most affected, with women aged 50-59 facing a 27 per cent differential. Evidence suggests that the barriers to well-paid work currently experienced by women over 40 will continue unless action is taken to address the root causes of the gender pay gap.

In terms of the key causes of pay differentials, the study found that these include: the part-time pay penalty; women's disproportionate responsibility for childcare and other forms of unpaid caring; and the concentration of women in highly feminised, low paid sectors like care, retail and cleaning. The report claims that there is a wealth of evidence showing that this does not need to be the case.

The authors called on the Government to match the scope of their ambition in eliminating the gender pay gap with effective action by:

- Making all jobs flexible by default from the outset unless there is a strong and continuing business case for them not to be
- Bringing in non-transferable leave for fathers and second parents to allow men and women to share care more equally
- Establishing industrial strategies for low paid, highly feminised sectors to improve productivity and pay levels
- Creating a National Pathways to Work scheme that will support women to return to employment after time out of the labour market

Jo Seery of Thompsons Solicitors commented "More than 40 years on since the Equal Pay Act came into force, the continued pay gap remains unacceptable. The introduction of fees in the Employment Tribunals, resulting in an 84% drop in the number of equal pay claims, means that women's ability to challenge unequal pay has become ever more elusive."

To read this report in full, go to: <http://www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/584/584.pdf>

Whilst this report deals with the impact, or lack of it, of the Equal Pay Act 1970, the equal pay concept has been around for much longer. The Treaty of Versailles, which was signed in 1919 following the end of the First World War, included in Part XIII Article 427 under the Seventh Amendment the sentence, "The principle that men and women should receive equal remuneration for work of equal value." I have a vague recollection that Great Britain was a signatory to this treaty, why then did it take 51 years for the Equal Pay Act to become law and a further 46 years for it not to be implemented?

Bob Simpson

UK-SPEC

The third edition of UK-SPEC has now been issued by the Engineering Council (EC). Apart from some changes to the wording of previous editions, the EC has introduced a new area of competence to be known as Competence E5. This applies to all applicants whether applying for Eng Tech, I Eng or C Eng.

E5 refers specifically to the requirement to exercise responsibilities in an ethical manner. When making an application there is now an obligation to give an example of where the applicant has applied ethical principles as defined in the new document and/or to give an example of where the applicant has applied/upheld ethical principles as defined by your organisation or company.

The dates when these new requirements came into force are:

1 December 2015 for international applications

1 February 2016 for UK applications

All applicants should familiarise themselves with the updated Competence Criteria and ensure that their Work Experience and Engineering Practice Report covers all competencies.

The details of the new criteria can be found either by contacting the relevant professional institution or by going to the Engineering Council website at: www.engc.org.uk/engcdocuments

Government Chief Construction Advisor

Back in 2008/2009 we were all rather excited by the possibility that, following the appointment of the new Government Chief Scientific Advisor, there was a chance that there could be a Government Chief Engineering Advisor. Alas this was not to be, but after probably almost no hand wringing at all, the then government decided to appoint a Chief Construction Advisor.

The first appointee was Paul Morrell, a Quantity Surveyor. Whatever you may think about Quantity Surveyors (and we are all entitled to an opinion), they are, generally speaking, scrupulously professional and untainted by commercial considerations. Morrell's appointment was initially for two years and he was then re-appointed for a further two years in 2011.

In March 2012 it was reported that Morrell was to step down from the advisor role in November 2012. In July 2012 it was announced that Peter Hansford would take over as Chief Construction Advisor on 30 November 2012. Hansford, a Civil Engineer and former president of the ICE and without doubt equally as scrupulously professional as his predecessor, was originally appointed for two years; the appointment was renewed in 2014, and extended to November 2015.

In July 2015, the Government announced that "the role of the Chief Construction Adviser will not be continued after the incumbent Peter Hansford's tenure ends in November 2015".

At the same time, it was announced by the Department of Business Innovation and Skills that the Chief Advisor's responsibilities would be assumed by a new body, a reduced Construction Leadership Council, which comprises twelve members, taken largely from industry.

So who are the members of this new reduced body?

- Nick Boles MP, (Minister of State for Skills, Department for Business, Innovation and Skills) – co-chair
- Andrew Wolstenholme, (Crossrail) – co-chair
- David Cash, (Building Design Partnership)
- Mike Chaldecott, (Saint Gobain)
- David Higgins, (HS2)
- Tony Meggs, (Cabinet Office)
- Brian Morrisroe, (AJ Morrisroe & Sons)
- Mike Putnam, (Skanska UK)
- Simon Rawlinson, (Arcadis)
- Madani Sow, (Bouygues UK)
- Anna Stewart, (Laing O'Rourke)
- Stephen Stone, (Crest Nicholson)
- Robin Webb, (Department for Business, Innovation and Skills).

Ignoring the platitudes and blather from the minister it seems that there is a preponderance of members from the contracting sector of the construction industry. A cynic could perhaps observe that these people are now in a position to influence the government, in appointing contractors for lucrative PFI and other contracts. Or as Richard Saxon CBE, former Vice President of RIBA and an eminent Architect, put it, "There is a long way to go to create a successful built environment based on logical policies like the 2025 Industry Strategy. Let's hope the CLC is up for it and is not simply a set of contractors drumming up work."

Would a conservative government set up something like that? Perish the thought.

And here's a funny thing; I was recently looking at a review of the new Alder Hey Children's Hospital in Liverpool (another PFI Scheme costing £162 million). Guess what - this was designed by BDP and constructed by Laing O'Rourke. (See above.) Coincidence? But of course.

[Note: In case you missed an article in an earlier ET about PFI, (Private Finance Initiative), here is a brief explanation. PFI was originated in Australia and was seized upon by John Major as a means of providing large capital projects without raiding the exchequer. Tony Blair continued enthusiastically, as did the previous government and, it seems, the present one as well. PFI is basically a hire purchase agreement where a consortium of contractors and financiers undertake to provide large public works and operate and maintain them for periods of 20 to 35 years. This is fine for the politicians who can crow about the improvements they have made, but a nightmare for tax payers who continue to pick up the bill for many years. Added to which the profit margin on these schemes varies between 50% and 60%, which by any standards is excessive. This explains why many NHS Trusts are now showing huge deficits. Ed]

Bob Simpson

The Engineers Who Dance Backwards in Heels

In case you are wondering what this is all about, the above caption is an oblique reference to Ginger Rogers, a one-time dancing partner of Fred Astaire. For the benefit of our younger readers, Fred and Ginger made a number of films about eighty years ago and Fred Astaire was, at the time, universally acclaimed as the greatest dancer ever to come out of Hollywood. Then somebody uncharitably pointed out that Ginger Rogers did everything he did, but she did it backwards and in heels.

This is a somewhat tenuous introduction to a short piece about our female colleagues. Before we go any further it should be made clear that UKAPE is firmly in favour of encouraging young women to take up a career in engineering and our track record will demonstrate this. We have actively supported events such as the Young Woman Engineer of the Year Award (YWEYA), and would continue to do so should finances allow.

Whilst there are without doubt some brilliant women engineers, previous winners of the YWEYA, Yewande Akinola and Abbie Huddy are two cases in point (not to mention all the other candidates), the fact remains that only 8% of the engineers in the UK are women. As a matter of some interest only 12% of primary school teachers are men. This leads to the inevitable question; are our brains fundamentally different? The answer appears to be, "Yes".

Research undertaken by Professor Simon Baron-Cohen of Cambridge University suggests that babies in the womb subjected to high levels of testosterone go on to develop classic male systemising abilities; those with low levels tend to develop classic female empathising abilities.

In addition, this research found that all brains start off as female and that at about eight weeks male fetuses experience a surge of testosterone which alters the brain's development. Can we conclude from this that nature sometimes gets it wrong and some female fetuses experience this surge of testosterone? There is no evidence to suggest that this is the case.

Further research undertaken at the University of Pennsylvania found that male and female brains make different connections. Male brains tend to make connections between front and back; between what we see and the cerebellum which controls our physical response. Female brains show more connections between the left and right hemispheres, which suggests greater mastery of language, memory, intuition and emotional intelligence. The researchers suggested that these originally helped men to become good hunters and women good mothers. None of this is particularly helpful in explaining the low level of women engineers.

Is there anything to be gained in the age-old question of nature versus nurture? This is an extremely difficult question to which there appears to be no conclusive scientific answer. When we were sponsors of the YWEYA it appeared (and there is not only no scientific basis for this nor any published statistics) that a large number of the entrants had, before becoming engineering students, helped their fathers in car maintenance, kit car construction and sundry other engineering-type activities. In addition, a good teacher can, and in some YWEYA cases did, provide immeasurable influence in creating interest in STEM subjects, (science, technology, engineering and maths).

It seems that in 2014, the then government launched a £30m fund to tackle skill shortages in engineering through new training programmes and by increasing the number of women in the profession. It was claimed that of the £30m made available, £10m was to be earmarked for developing women engineers.

There was the usual sort of platitudinous waffle from the then skills and enterprise minister Matthew Hancock (who he?) about the importance of engineering, but has anybody seen any concrete evidence of a significant increase in female engineers? If you have, please get in touch.

Again there is no statistical basis for this observation, but it seems that every time I open one of the professional engineering magazines there are the results of competitions for students and young engineers, in which there are a high proportion of young women not only participating as contestants but also winning and beating the blokes at their own game.

Examples include the winner of the 2013 Young Lighter of the Year, Rachael Nicholls; the winner of the 2014 Young Lighter of the Year, Florence Lam; and the runners-up in the CIBSE Graduate of the Year award, Alexandra Lindesay-Bethune and Charity Nicholls. There are more.

Which only leaves us to ask why these young talented people are not members of UKAPE? All suggestions are welcome, but there is no prize other than the EC's collective undying gratitude to the person providing the most plausible answer.