



WFEO/FMOI

World Federation of Engineering Organizations
Fédération Mondiale des Organisations d'Ingénieurs

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Capacity building to create equal opportunities within the engineering profession

Organizations and project leaders will appreciate this check list to identify and become aware of key management issues influencing the attraction and retention of women engineers as employees.

A gender balanced engineering team means competitiveness in innovation and in meeting client or stakeholders needs.

1. In your country's engineering organization:

- Do you keep track of gender %?
- Is the % of fellows similar between gender?

2. In your organization:

- What is the % of women on your board?
- How many awards are given to women, including the most prestigious?
- How many women were recognized for their contributions by being promoted?
- In presenting engineering to pre-college students, is your material adapted to girls and how many women model are used?

3. Does your organization:

- Show its segregated data to the youth and ask for their comments?
- Show commitment and willingness to attract women engineers and how is this achieved?
- Consult its female engineers when building human resource policies?
- Seek professional help in building its capacity to attract and retain women engineers?

4. In presenting papers/documents, how often do you:

- Consider in the subject you present, the needs of women?
- Recognize the contribution of women?
- When organizing an event, what is the gender ratio for accepted papers, for women in the organization committee and as keynote speaker?

5. During training/workshop sessions, do you consider:

- Work life balance logistic which facilitate the attendance of women?
- Running the event without stereotyping, such as assigning secretarial roles to women and chairing roles to man?

6. In corporate agreements signed with other organizations:

- Does the scope consider concerns and needs of women engineers?

7. In your Institutional documentation (web site/portfolio):

- Are both genders equality represented in pictures?
- Are both genders seen to share all hierarchical levels?

8. When mainstreaming the budget of your institution:

- Are the annual training and travelling budgets equally/proportionally allocated between genders?
- Are funds allocated to initiating and holding unique activities for women engineers ?

9. When funding trips to WFEO activities:

- What is the % allocated to each gender, in terms of participants, speakers and facilitators?
- In terms of selected participants, what is the % by gender?
- What criteria are used to select the attendees?

10. In your WFEO standing committee:

- What % of women hold executive/leadership roles?
- How many women have requested/were invited to join and to lead a group?
- At your last meeting, what was the % of women contributors?
- What are the criteria's for joining ?
- What was the % of women taking part in your activities?