



GhIE

**Proposal to host WFEO Standing Technical Committee on
Women in Engineering
WFEO-WIE**

Table of Contents

1	Executive Summary	3
2	Introduction	3
3	Background	3
4	Strategic Plan	3
4.1	Vision Statement for WFEO-WIE.....	3
4.2	Mission Statement for WFEO-WIE.....	3
4.2.1	External Objectives	3
4.2.2	Internal Objectives	4
4.3	Strategic Themes.....	4
4.3.1	Theme 1: Engineering Workforce Capacity building- to increase diversity and inclusivity.	4
4.3.2	Theme 2: Engineering Workforce Capacity building; to encourage female engineering retention and leadership.....	5
4.3.3	Theme 3: Engineering Strategic Indicators	5
4.3.4	Theme 4: Working in Partnership to address the Sustainable Development Goals, with a particular emphasis on Goal 5 and its relationship with the other Goals.....	6
5	Operating Principles.....	6
6	Administration and Management.....	6
7	Membership.....	7
7.1	Other Stakeholders	7
8	Meetings	7
9	Newsletter and Website	8
10	Operations and Budget.....	8
11	Reporting.....	8
12	Contact Details	8
13	Appendix	9
13.1	Appendix I - Budget.....	9
13.2	Appendix II – Activity Plan.....	10

1 Executive Summary

The Ghana Institution of Engineering (GhIE) is a national member of the World Federation of Engineering Organisations (WFEO). The GhIE proposes to host the Standing Committee on Women in Engineering (CWIE) for the next four years, 2024-2027, under the leadership of Ing. Dr Enyonam Fafa Kpekpena.

Ing. Dr. Enyonam Fafa Kpekpena is the past theme 2 Lead for WIE-WFEO, the Deputy Chair for FAEO-WIE, and the current President of Women in Engineering (WinE), Ghana. She has been very instrumental in the successful execution of WFEO-WIE Programmes, passionate about the course of women, and experienced in the management of gender-related programmes. (CV and one-page summary enclosed)

As the host of WFEO-WIE, the Ghana Institution of Engineering commits to the financial and administrative obligations of the committee and its activities.

2 Introduction

The proposed programmes of the committee are planned along the already existing strategic themes. These themes will be reinforced with expanded outcomes that will place WIE in a position for stronger and more effective collaboration with other Standing Technical Committees (STCs), and strengthening its work with the Policy Implementation Committees (PICs) in achieving its desired goals while increasing prominence of female engineers within the WFEO.

3 Background

The Ghana Institution of Engineering (GhIE) is a national member of the World Federation of Engineering Organisations (WFEO) and has been an active participant in all activities of the WFEO. GhIE members have served as members on various Standing Technical Committees of the organization and have representatives from Women in Engineering Ghana fully participating in the successes of the committee's activities, as well the achievements of the WFEO-WIE.

The Ghana Institution of Engineering GhIE, has had an active Women in Engineering (WinE) Group for the past 24 years and remains committed to the development of women in engineering. GhIE has supported and ensured the active participation of members of WinE Ghana in WFEO conferences, FAEO conferences, and events, promoting the cause of females in STEM.

The GhIE has developed this document with a commitment to support the secretariat by providing the office space, necessary office equipment, funds for travel, and management of committee. At the WIE-WFEO meeting at Prague, Czech Republic in October 2023, it was agreed that the committee maintains its current strategic themes and executes them based on yearly plans prepared and approved by the committee.

4 Strategic Plan

4.1 Vision Statement for WFEO-WIE

To promote equality, diversity, and inclusivity in the engineering workforce (with a focus on women).

4.2 Mission Statement for WFEO-WIE

To harness the collaborative power of the group to attract, retain, and promote the cause of females and other under-represented groups using innovation and technology to achieve a sustainable world, that leaves no one behind,

4.2.1 External Objectives

- To create awareness of the importance of the Sustainable Development Goals, especially SDG 5 and how SDG 5 is pivotal to the success of the other goals.

- To support outreach activities, capacity building, training, and empowerment of women to attain leadership positions in engineering.
- To promote and measure gender disaggregated engineering metrics, the results of which can be used to advise policies on equality, diversity and inclusivity in the profession and measure progress.
- To collaboratively empower, inspire, encourage, and share the achievements of women in engineering and technology around the world.
- To collaboratively celebrate World Engineering Day and other events throughout the year (such as International Women's Day and International Women in Engineering Day) through our own activities and those of our members.

4.2.2 Internal Objectives

- To encourage women to join in other committees of WFEO and aspire to leadership positions.
- To communicate the work of WFEO and WIE to their own professional engineering organisations.
- To collaborate with other Standing Technical Committees and Policy Implementation Committees to conduct webinars, events and progress the other goals and objectives of WFEO.
- To encourage greater diversity and inclusivity in WFEO.
- To report progress on an annual basis.

4.3 Strategic Themes

The Women in Engineering Committee has four overarching themes:

- **Theme 1:** Engineering Workforce Capacity building- to increase diversity and inclusivity in the future skills pipeline.
- **Theme 2:** Engineering Workforce Capacity building- to encourage female engineering retention and leadership
- **Theme 3:** Collection of Engineering Strategic Indicators
- **Theme 4:** Working in Partnership to address the Sustainable Development Goals, with a particular emphasis on Goal 5 and its relationship with the other Goals.

These themes are being addressed in partnership with our National Member Organizations, other WFEO standing committees, through our collaboration with WFEO partners and other associated organizations including INWES (International Network of Women Engineers and Scientists), United Nations Women, United Nations Educational Scientific and Cultural Organization (UNESCO), International Energy Association, International Science Council etc.

4.3.1 Theme 1: Engineering Workforce Capacity building- to increase diversity and inclusivity.

Many reports worldwide indicate that the engineering sector is currently experiencing a huge skills gap, which continues to widen yearly. The rapid emergence of digitization and innovation has further underscored the new requirements needed in the workplace, and the lack of available talent to fill those gaps. The WiE is committed to capacity building programs which will: Attract a diverse future generation; Champion the reduction of the gender digital divide; Work with partners, provide guidance on creating and maintaining inclusive cultures; Create opportunities for employers to drive strategy; Extend the focus of our diversity and inclusion activity beyond gender to other underrepresented groups and recognize the impact of intersectionality; Engage engineering PEIs in using the case studies to build a culture of inclusion across the engineering profession; Use our membership to identify innovative policies, programs, measures and conditions needed to attain gender balance, eliminate violence and promote inclusive representation in engineering.

WiE believes that there is a global problem with equitable or fair representation of people of different genders in engineering and that it is the only by the realization of a truly inclusive and diverse engineering sector, can the world enjoy the creativity and innovation that comes from different lenses and perspectives, and subsequently achieve sustainable economies that work for all and leave no-one behind.

To achieve this, WFEO-WIE will work to:

- i. Support, reinforce and participate in existing National or International programs to promote workforce diversity and amplification of the aim of capacity-building.
- ii. Use social media presence to support and promote global conversations around gender diversity in engineering, using the **#WFEOWomen** hashtag.

- iii. Aim for visible presence globally of the work of WIE at International Conferences
- iv. Develop resources to showcase the work of WIE, such as banners, flyers, PowerPoint presentations to be used by our members.
- v. Work with WFEO to ensure that members understand the actions that are expected of them to promote gender diversity and inclusion in engineering and create a truly inclusive WEO without discrimination.
- vi. Promote and celebrate national awareness days including **World Engineering Day, International Women's Day, International Women in Engineering Day, and International Day of the Girl** and amplify the profiles of our members and national members in celebrating these days.
- vii. Use metrics and member feedback to identify countries where capacity building and outreach activities are most required, and those which are making good progress.

4.3.2 Theme 2: Engineering Workforce Capacity building; to encourage female engineering retention and leadership.

In engineering, and in many other traditionally male dominated sectors, there is a dearth of women in leadership positions. This not only discourages the career aspirations of other women, it also suppresses the voices of women and denies their opinions and limits their ability to contribute to important decisions concerning the world they share with men. The WIE committee will encourage women to aspire and to succeed in leadership positions, both within the WFEO, and in the engineering sector, more widely. Female engineers will be encouraged to break the 'power glass ceiling.'

WFEO-WIE will work with its national members to deliver capacity-building and growth activities for young women in countries where our input has been identified as being impactful and where these initiatives are currently missing, and it will work with other WFEO Standing committees to take advantage of capacity-building and education opportunities to address this challenge.

To achieve this WFEO-WIE will:

- I. Promote and support our members and their activities to enable them to reach leadership positions, through visibility of their work and their global activities.
- II. Encourage and celebrate leading and rising female engineers, all over the world.
- III. Create rich resource of global women in engineering contacts to be used for partnership opportunities for engineering activities.
- IV. Encourage and collaborate with female entrepreneurs and female led start-ups.
- V. Work with UNESCO to deliver the recommendations of the 2021 UNESCO Engineering Report
- VI. Encourage building inclusive cultures in the existing workplace and in the Professional Engineering Institutions (PEIs).
- VII. Engage in, encourage, and promote activities that retain and mentors the next generation of female engineers and leaders.

4.3.3 Theme 3: Engineering Strategic Indicators

There is a lack of reliable data on the number of women qualifying as engineers, working in the engineering sector and gaining professional status as registered engineers, on a global level. This limits the ability to clearly assess the needs and gender disparity in the profession, as well as the type and impact of actions needed. This lack of evidence is used too often to justify a failure to act. The use of disaggregated data will help to understand trends and provide a stronger basis for comparative analysis across countries and regions. It will also help to communicate a better understanding of the "Leaky Pipeline"

National data is available in some countries, but this has not been collected against any **standards**, and so it is often difficult to compare from country to country. There is therefore a significant need and opportunity for leadership to collect reliable and accessible gender disaggregated global data on aspects of engineering, according to definitions and methodologies, which will be available for comparison and benchmarking.

According to the UNESCO Report 'Cracking the Code' - "Internationally comparable data are also needed on a larger scale to ensure evidence-based planning and policymaking, as well as further documentation of the effectiveness and impact of interventions."

To achieve this, WFEO-WIE will:

- i. Work in partnership with WFEO individuals and national members, WFEO partners, and other collaborators such as engineering regulators to identify standard metrics and collect and publish this disaggregated data annually.
- ii. Analyze data as collected above to establish prima facie evidence on the regional gender gaps in engineering.
- iii. Improve upon and ensure the use of the Gender Scorecard for WFEO members and partners.
- iv. Stimulate the integration of Gender Mainstreaming policies across WFEO and PEIs

4.3.4 Theme 4: Working in Partnership to address the Sustainable Development Goals, with a particular emphasis on Goal 5 and its relationship with the other Goals.

The WIE committee will embed and illustrate the relevant gender perspectives, alongside the other **Sustainable Development Goals**, to ensure that no-one gets left behind, while highlighting the use of engineering and technology in addressing these challenges. We also recognize that the members of the Women in Engineering committee have a joint and multiplying role at WFEO while simultaneously serving on other standing committees. To this end, all members of WIE are encouraged to join a second standing committee, in order to facilitate partnerships and increase the committee's effectiveness in addressing the SDGs and other issues relevant to its visibility and success.

To achieve this WIE will:

- v. Work in partnership, identify ways that engineering, innovation and technology can address gender inequality.
- vi. Deliver against the **WFEO Climate Change (SDG 13) Declaration** established in Melbourne in 2019, in particular **'Use our global influence and connections to gather evidence to illuminate the effect of climate change on women and disadvantaged groups worldwide and seek to use this information to ensure that no one is left behind.'**
- vii. Map the work of the WIE membership to the relevant SDGs on which they work, and other WFEO committees they serve on, and use this expertise as and when required towards the achievement of particular goals.
- viii. Foster partnerships with others to find ways of delivering our objectives through joint action. Use pre-existing opportunities such as WFEO, UNESCO, COP and ICWES and other conferences to increase our impact.

5 Operating Principles

The WFEO-WIE shall amongst others, facilitate programmes and activities that will increase the visibility of women in the WFEO by ensuring the active involvement of female engineers in other Standing Technical Committees (STC's).

Based on the thematic areas identified above, the Women in Engineering Committee will work through its assigned theme leads who will be selected from nominations received from WFEO regions (two per region). The assigned theme leads will work with representatives from WFEO member countries, standing committees and organizations to achieve the strategic agenda.

The committee will work through its individual members and the national organizations that they represent and also partner with the other WFEO standing committees, as well as other identified organizations to deliver specific outcomes matching particular themes. WiE will also contribute to and build on the wider efforts of like-minded organizations around the world to achieve its objectives.

Each committee member /member country representative is expected to contribute to executing the strategy. There is a working project plan for the objectives, which are to be achieved annually - some of which will be executable by individual members in their own country, while others will be the responsibility of the committee as a whole. Members will report annually on progress made against each of their objectives. The reporting format will be updated annually and used for reporting.

Members who serve simultaneously on other WFEO committees will be encouraged to report back on the progress made in those committees, identifying and harmonising any joint initiatives or successes achieved.

6 Administration and Management

The WFEO-WIE Committee has a chairperson (from the hosting country) and a deputy chairperson, and they will be assisted by a personal assistant to the chair, an organizer, and an administrative staff (based in Ghana). The Chairs of each of the themes (two per theme made up of a theme lead and a vice) will be strategically selected from the nominations

received all the WFEO regions to enhance the management of programmes. This proposal is for the Ghana Institution of Engineering to host the Women in Engineering (WIE) committee, chaired by Ing. Dr. Enyonam Kpekpena from 2024 to 2027. The Secretariat will be in Ghana manned by a personal assistant to the chair (Ing. Felicia Ankrah-Quarm), an organizer (Ing. Mavis Allotey), and an administrator (Ms Ayisha Osmanu), who will work with the committee. The Ghana institution of engineering commits to undertake sponsorship of travel costs relating to WFEO events for the committee representatives from Ghana.

7 Membership

The WIE Committee is made up of representative individual members of WFEO member organizations or of International WFEO member groups, according to the constitution of WFEO. Membership is open to all members nominated by the WFEO member nations and international representatives. The secretariat will maintain a comprehensive list of members. Members must be officially nominated by their representative organization through authenticated documentation. Non-voting or observer members are also welcome at meetings, and to form part of our wider network. The committee aims at having at least 3 members from each of the WFEO global regions with additional consideration for inclusion of men and young engineers. The committee endeavors to ensure that activities, programmes, projects and outcomes are spread amongst all regions of the world in order to have impact globally. WFEO regions are defined as:

- I. Africa
- II. Arab States
- III. Europe
- IV. Asia/Pacific
- V. Americas

7.1 Other Stakeholders

WIE will work with partners and stakeholders where appropriate, and as activities arise, including:

- INWES
- International Science Council
- UNESCO
- UN Women
- UN Habitats
- IFEES (International Federation of Engineering Education Societies)
- GEDC (Global Engineering Deans Council)
- IEA (International Engineering Alliance)
- ISC (International Science Council)
- TWAS (The World Academy of Sciences)

8 Meetings

The WFEO-WIE physical meetings are scheduled during the General Assembly or at the Convention. Team Leaders are expected to attend to present their progress reports. There is an appeal to WFEO from WIE that the WIE meeting should not be slated at same time with other Technical Committee meetings. This is to enable as many female engineers as possible participate in the activities of other committees. One of the reasons for creating the standing committee is to increase the visibility of women in the WFEO.

The secretariat will also arrange online meetings and discussions from time to time. Arrangement for meetings will be made by secretariat. The agenda and minutes of meetings will be circulated one after every meeting to all members for the necessary actions to be taken. Members with issues for discussion will notify the secretariat when they arise for prompt resolution before the committee's scheduled meetings.

Regional meetings of committee members will be encouraged in order to facilitate progress on the stated themes, where appropriate, approved sub-themes may be adopted with activities that are relevant to specific regions.

9 Newsletter and Website

A quarterly newsletter will be compiled and published by the WIE secretariat to disseminate information and share resources. The goal is to publish four newsletters a year from the secretariat. The newsletter will contain reports from regions, technical papers as well as activities on the themes and upcoming events on women and technology. The Secretariat has the responsibility of compiling and transmitting documents/files for updating/uploading on the WIE page of the WFEO website. Members, partner organizations, and other friends of the committee will receive a quarterly newsletter. To receive this newsletter, interested parties are encouraged to contact the WIE secretariat.

10 Operations and Budget

The funds for the operations, travels and projected programmes of the committee will be jointly sourced by the GhIE and committee members. The GhIE commits to ensuring that the secretariat is funded and functional. The GhIE's annual budget will appropriate funds for the WFEO Women in Engineering Chair /Committee. Allocations from WFEO will be used as agreed by the Chair/Deputy Chair/Theme Leads. Funds secured from external sources will be made known to WFEO as they will be project-based. The Theme Leads and assistants will be encouraged to source for funds to run expected programmes with assistance from the secretariat.

11 Reporting

As expected from the STC, the reports on the activities of the committee will be collated and prepared by the secretariat and will be reviewed and presented by the WFEO-WIE chair at WFEO meetings. It is planned that assessment of the committees activities will be carried out twice in the year (mid-year assessment and end of year assessment) by the Chair/Deputy Chair/Theme Leads.

12 Contact Details

Questions or clarification on any issue from the submission may be directed to the proposed Chair (efkpekpena@yahoo.com) or the Executive Director of the GhIE (dnyante@ghie.org.gh)

“Only by the realization of a truly inclusive and diverse engineering sector, can the world enjoy the creativity and innovation that comes from different lenses and perspectives, and subsequently achieve sustainable economies that work for all and leaves no-one behind”

13 Appendix

13.1 Appendix I – Budget

S/No	Item	Amount (\$)				Remark
		1yr	2yr	3yr	4yr	
i	Office Space	0	0	0	0	Provided by GhIE
ii.	Office equipment maintenance (Laptop, printer, photocopier, shredder & other office consumables)	2,500.00	0	0	0	Budget
iii	Internet (Modem & subscription)	1,000.00	1,000.00	1,000.00	1,000.00	Budget
iv	Administrator's salary@\$1000/mth	12,000.00	12,000.00	12,000.00	12,000.00	Budget
v.	Imprest/logistics	2,000.00	2,000.00	2,000.00	2,000.00	Budget
vi	Travels	60,000.00	60,000.00	60,000.00	60,000.00	Budget/Sponsors
vii	Programmes/yr	10,000.00	10,000.00	10,000.00	10,000.00	Secretariat assistance to theme programme
						External Sourcing
	Total/yr	87,500.00	85,000.00	85,000.00	85,000.00	
	For 4yrs	342,500.00				

Please Note that GhIE commits to placing a line budget for the Women in Engineering Committee of the WFEO in its annual budget and will also source for external funding for the committee's activities.

13.2 Appendix II – Activity Plan

4Theme Ref.	Activity	Timeline	Performance Indicator	Baseline (As Jan 2024)	Cum. Target (Dec 2027)	Target Year 1 (2024)	Target Year 2 (2025)	Target Year 3 (2026)	Target Year 4 (2027)	Responsibility
WIE1.1	Support, reinforce and participation in existing national or international programs to promote workforce diversity and amplification of this aim		Number of activities that WIE members have been part of which promote capacity building in engineering with respect to gender		Database of global activities and timeline that show how WIE members have been involved in capacity building activities	2 activities per year per WFEO region identified	2 activities per year per WFEO region identified	2 activities per year per WFEO region identified	2 activities per year per WFEO region identified	Chair
WIE1.2	Social media presence to support and promote global conversations around gender diversity in engineering, using the #WFEOWomen hashtag		WIE members with social media presence identified. Measurable number of tweets which use the #WFEOWomen hashtag.		Ongoing social media presence of over 100 tweets per year relating to #WFEOWomen activity	100 tweets per year	100 tweets per year	100 tweets per year	100 tweets per year	WIE secretariat and WIE members
WIE1.3	A more visible presence globally of the work of WIE at International Conferences		WIE Presence at global conferences, such as ICWES, CSW, COP and other international conferences.		8 conference attended with WIE presence and presentations	2 conference identified per year to attend,	2 conference identified per year to attend	2 conference identified per year to attend	2 conference identified per year to attend	Chair
WIE1.4	Resources developed to showcase the work of WIE, such as banners, flyer, and power point presentations.		Suite of resources to be used at global events by WIE members.		Suite of resources to be used when representing WIE globally	Banner, flyer developed	Introduction to WIE PowerPoint finalised	PowerPoint of WIE members produced	Additional resources developed as required	Chair

Theme Ref.	Activity	Timeline	Performance Indicator	Baseline (As Jan 2024)	Cum. Target (Dec 2027)	Target Year 1 (2024)	Target Year 2 (2025)	Target Year 3 (2026)	Target Year 4 (2027)	Responsibility
WIE1.5	Activity to promote and celebrate World Engineering Day, International Women in Engineering Day, and International Day of the Girl		Activities organised to coincide with relevant global day of celebration- Webinars, Podcasts		12 activities organised by WIE	3 per year	3 per year	3 per year	3 per year	Theme 1 lead
WIE1.6	Use of metrics and member feedback to identify countries where capacity building and outreach activities are most required.		Resource developed to link WFEO members to areas of greatest need in capacity building for women engineers		Delivery of capacity building campaign in most needy country / countries	Initial identification of member needs wrt to capacity building	Fuller understanding of WFEO members and their capacity building needs wrt women in engineering and identification of particular campaign to target most needy areas	Campaign development and delivery	Continued delivery of campaign for capacity building	Theme 1 Lead & WIE secretariat
WIE2.1	Promote and support our members and their activities to enable them to reach leadership positions and celebrate them , through visibility of their work and their global activity.		Ongoing communication - through newsletter, WhatsApp, and other means, to promote and amplify work and voice of WIE members		16 newsletter and member activity log	4 newsletter per year Log of member activity	4 newsletter per year Log of member activity	4 newsletter per year Log of member activity	4 newsletter per year Log of member activity	Theme Lead 1 & WIE secretariat
WIE2.2	Create rich resource of global women in engineering contacts to be used for partnership opportunities for engineering activities		Database of members and other contacts		Database produced of contacts for partnership opportunities	Addition to database	Addition to database	Addition to database	Addition to database	WIE secretariat

Theme Ref.	Activity	Timeline	Performance Indicator	Baseline (As Jan 2024)	Cum. Target (Dec 2027)	Target Year 1 (2024)	Target Year 2 (2025)	Target Year 3 (2026)	Target Year 4 (2027)	Responsibility
WIE2.3	Encourage innovative deliberations on start-ups and entrepreneurship		Database and outputs that identify women technology entrepreneurs globally and signposting of any entrepreneurship programmes available to members or other stakeholders		Database of female entrepreneurs, start ups and technologies which address the SDGs	Addition to database	Addition to database	Addition to database	Addition to database	Chair
WIE2.4	Work with WFEO to ensure that members understand the actions that are expected of them to promote gender diversity and inclusion in engineering, and create a truly inclusive WEO without discrimination		A diverse and inclusive WFEO organisation		A more diverse and inclusive WFEO	Identification of improvements to support inclusion	Find mechanism for disseminating improvement suggestions	Disseminate suggestions		Chair
WIE2.5	Work with UNESCO to deliver the recommendations of the 2021 UNESCO Engineering Report		UNESCO Engineering Report launched		Recommendations that WIE support and stakeholder engagement to deliver them	Report Launched with recommendations	Identify stakeholders to progress particular recommendations	Report annually on progress made against recommendations	Report annually on progress made against recommendations	
WIE2.6	Encourage building inclusive cultures in the existing workplace and in the PEIs		Compilation of global reports and successful initiatives which build inclusive corporate cultures		Report of best practice initiatives to build inclusive cultures	Continued identification of best practice in building inclusive cultures	Continued identification of best practice in building inclusive cultures	Continued identification of best practice in building inclusive cultures	Continued identification of best practice in building inclusive cultures	
WIE2.7	Engage in, encourage and promote activities that retain and mentor the next generation of female engineers and leaders		<i>To be decided</i>							

Theme Ref.	Activity	Timeline	Performance Indicator	Baseline (As Jan 2024)	Cum. Target (Dec 2027)	Target Year 1 (2024)	Target Year 2 (2025)	Target Year 3 (2026)	Target Year 4 (2027)	Responsibility
WIE3.1	Work in partnership with WFEO members, other national and International engineering organisations to create a methodology for standardizing and measuring gender disaggregated data on women in engineering and collect and publish this data annually.		Creation of a set of global strategic indicators around gender diversity in engineering. Results collected.		The basis of a set of data and metrics and a benchline which can be added to in future years on women in engineering	Measures and partners identified	WFEO members supply gender disaggregated membership data	Partner organisations aligned for future measurement of gender disaggregated data		Theme 3 Lead
3.2	Analyze data as collected above to establish prima facie evidence on the regional gender gaps in engineering		Produce documents on Gender gaps in engineering		The basis of a set of data and metrics and a benchline which can be added to in future years on women in engineering	Measures and partners identified	WFEO members supply gender disaggregated membership data	Partner organisations aligned for future measurement of gender disaggregated data		Theme 3 Lead
3.3	Create a globally standardized Gender Equality Scorecard for WFEO and partners		Create Gender Equality Score card for WFEO		Create Gender Equality Score card for WFEO					Theme 3 Lead
3.4	Stimulate the integration of Gender Mainstreaming policies across WFEO and PEIs		Webinars							Theme 3 Lead

WIE4.1	Working in partnership, identify ways that engineering and technology could contribute to addressing the targets identified under Goal 5, Gender Equality.		Produce document which map goal 5 target with potential technological solutions, and identify any missing technologies		Document which explains how engineering and technology is addressing the targets of Goal 5, and possible project identified to address one of the identified gaps	Mapping exercise of eng/tech as it relates to SDG5 targets	Identification of gaps in use of technology to address Goal 5 and work with UN Women on the Action coalition on technology and innovation for gender equality	Continuation of work		Theme 4 lead
Theme Ref.	Activity	Timeline	Performance Indicator	Baseline (As Jan 2024)	Cum. Target (Dec 2027)	Target Year 1 (2024)	Target Year 2 (2025)	Target Year 3 (2026)	Target Year 4 (2027)	Responsibility
WIE4.2	Examine the gender perspective and relate it to engineering globally, looking at ways that engineering can address disproportionate disadvantage faced by women		Creation of full suite of 17 pop up banners explaining this issue, for use in outreach activities.	7 banners	Full suite of 17 banners showing the gender perspective in engineering	5 more banners produced	5 more banners produced	Review and finalise any unfinished banners to create full suite of 17	finished	Theme 4 lead
WIE4.3	In partnership, deliver against the WFEO Climate Change Declaration established in Melbourne in 2019 , in particular 'Use our global influence and connections to gather evidence to illuminate the effect of climate change on women and disadvantaged groups worldwide, and seek to use this information to ensure that no one is left behind.'		In addition to the pop up banner on SDG13, create a body of knowledge around women and climate change, and represent this perspective at WFEO and other meetings where appropriate.		A database of stories and case studies showing how women are disproportionately disadvantaged by climate change, and possible solutions to address this	Stories and case studies identified	Stories and case studies identified	Stories and case studies identified, looking to identify appropriate intervention	Appropriate intervention possible	Theme 4 lead

WIE4.4	Map the work of the WIE membership to the relevant SDGs on which they work, and which other WFEO committees they serve on, and use this expertise as and when required to make progress against particular goals		Create growing database of members and other experts and how their work relates to particular SDGs		Fully completed database of WIE membership and how their work relates to SDGs, and which other WFEO committees they serve on	Addition of data to database	Addition of data to database	Addition of data to database	Addition of data to database	WIE secretariat
WIE4.5	Foster partnerships with others to find ways of delivering our objectives through joint action. Use preexisting opportunities such as WFEO, UNESCO, COP and ICWES conferences to further our impact.		Development of a wider network of partners who are communicated with regularly through direct contact, newsletter, and joint events.		Database of other partners and contacts of women engineers working on the SDGs	Addition of partner contact details to the quarterly newsletter	Review partner list, and obtain feedback from partner organisations on level of communication	Review partner list, and obtain feedback from partner organisations on level of communication	Continue and grow partnership activity	WIE secretariat