

WFEO-WIE STC NEWSLETTER



The Committee on
Women in Engineering

Third & Fourth Quarters: July–December 2025

WFEO General Assembly, Shanghai (17 October 2025)



The World Federation of Engineering Organizations (WFEO)

EXECUTIVE COUNCIL MEETING
16 October 2025
Shanghai, China



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National University of San Agust of Arequipa (UNSA), Academic
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The inaugural ZIE WIE conference and awards themed Together We
Engineer: Promoting Collaboration to Achieve a More Inclusive and
Diverse Engineering Future were held 23 June 2025. – Zimbabwe(Africa)

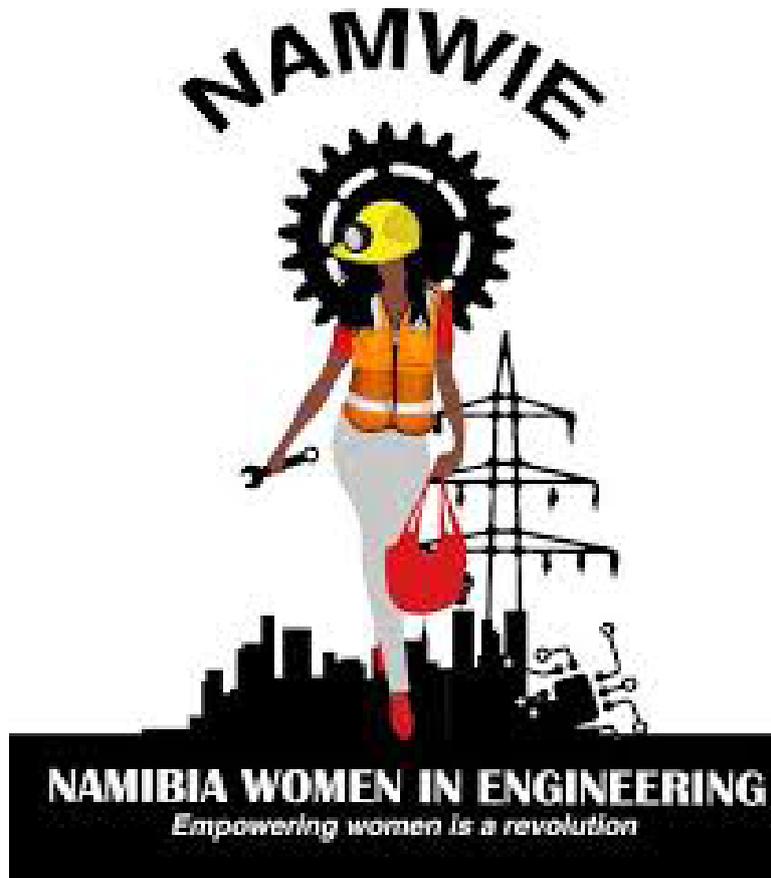
Benchmarking Engineering Capacity – United Kingdom(Europe)

Where Vision Meets Precision: Women Engineering the Future
at WinE Affair 2025 – Ghana(Africa)



Namibia Women in Engineering (NAMWIE) Workshop Interview Preparation and CV Writing

Story by: Dr Smita Francis | Region: Namibia (Africa) | Email: smitafrancis@gmail.com



As part of the global celebration of UNESCO Engineering Week in September, the Namibia Women in Engineering (NAMWIE) Chapter at the Namibia University of Science and Technology (NUST) hosted a focused professional development workshop on CV Writing and Interview Preparation. The event took place on September 17, 2025, in the Engineering Boardroom at NUST.

A total of 38 final-year female engineering students from various engineering departments participated in the workshop. The session was designed to strengthen the employability skills of emerging women engineers and enhance their confidence as they prepare to enter the engineering workforce.

The workshop provided practical guidance on crafting impactful CVs that effectively showcase technical competencies, leadership abilities, and academic achievements. Facilitators also provided expert insights on interview strategies, professional communication, workplace etiquette, and appropriate dress codes equipping students with the tools to excel in competitive recruitment environments.

Participants expressed strong appreciation for the initiative. One student noted:

We gained valuable information on how to prepare for interviews, the appropriate dress code, and how to structure a CV before applying for a job. I truly enjoyed the session and would like to request that NAMWIE make this an annual event.

NAMWIE extends its gratitude to Ms Elzene Murphy (NUST) and Ms Janine de Koe (UNAM) for their expert facilitation and for sharing practical career insights that significantly contributed to the workshop success. Appreciation is also extended to Ms Martha Iipinge and Ms Tega Paulus, NAMWIE members, for their dedication in organising the event.

This workshop marks another important milestone in NAMWIE efforts to advance gender equity and strengthen the pipeline of women engineers in Namibia.

MBOT Woman Leadership Award

Story by: Ir. Prof. Wai Yie LEONG | Region: Malaysia (Asia/Pacific) | Email: waiyie@gmail.com



Professor Dr Leong Wai Yie was named recipient of the Malaysia Board of Technologists (MBOT) Woman Leadership Award 2025. The award was conferred by Malaysia Minister of Science, Technology and Innovation, Chang Lih Kang. This distinguished recognition highlights Prof. Leong outstanding leadership and significant contributions toward advancing women participation and excellence in technology and engineering. Her achievement exemplifies WiE continued commitment to nurturing innovation, empowerment, and academic excellence in science and technology.

The minister reaffirmed his ministry commitment to working with stakeholders through strong partnerships and knowledge sharing.

MBOT ENTICE 2025 marks a decade of MBOT efforts in professionalising Malaysia technical and technological workforce.

Chang highlighted MBOT progress in recognising more than 105,000 professional technologists and certified technicians.

This milestone provides these professionals with the status and career pathways they deserve, he added. The minister emphasised MBOT crucial role in giving professionals identity and recognition comparable to other established fields.





2025 Committee of Women in Engineering (WFEO) Meeting



Meeting of Committee of Women in Engineering

WFEO 2025 Global Assembly & Global Engineering Congress

Theme: Women Engineers Advancing Sustainable Engineering

15 October, 2025

09:00am - 12:20pm

 **Shanghai Expo Center**



The Committee of Women in Engineering (WFEO) meeting was held from 12th to 17th October 2025 during the Global Assembly and Global Engineering Congress in Shanghai, China, under the theme "Women Engineers Advancing Sustainable Engineering." A summary of the General Assembly's meetings' main outcomes <https://www.wfeo.org/the-wfeo-general-assembly-shanghai-17-october-2025/>

Program Outline

TIME (GMT)	ACTIVITY	RESOURCE PERSON
09:00 - 09:30	Registration	ALL
09:30 - 09:40	Welcome Address	Ing. Dr. Enyonam Kpekpena (Ghana)
09:40 - 09:50	Purpose of Gathering	Prof Dawn Bonfield (UK)
09:50 - 10:00	Representatives (Africa Region)	Africa Region
10:00 - 10:10	Representatives (Asia/Pacific)	Asia/Pacific
10:10 - 10:20	Representatives (Europe)	Europe
10:20 - 10:30	Representatives (Americas)	Americas
10:30 - 10:40	Representatives (Arab Region)	Arab Region
10:40 - 11:20	BREAK	ALL
11:20 - 12:10	Questions and Discussion	Moderator
12:10 - 12:20	Final comments and closing Remarks	Ing. Dr. Enyonam Kpekpena

→ Master of Ceremonies: Prof Wai Yie

WIE Committee Membership



- AMERICAS
- AFRICA
- ARAB
- EUROPE

MBOT Woman Technologist Chapter (WTC) Red Lips (Leadership Insight for Professional Sharing) 2025

Story by: Ir. Prof. Wai Yie LEONG | Region: Malaysia (Asia/Pacific) | Email: waiyie@gmail.com



Ir Prof Dr Leong was invited to speak at the MBOT WOMAN TECHNOLOGIST CHAPTER (WTC) RED LIPS (LEADERSHIP INSIGHT FOR PROFESSIONAL SHARING) 2025, at Park Royal Collection Hotel, Kuala Lumpur

The WTC Red LIPS 2025 and the Closing Ceremony of Red LIPS Mentorship 2025, organized by the Malaysia Board of Technologists (MBOT) under the Woman Technologist Chapter. This event is to celebrate the successful completion of the mentorship program, which has empowered and supported 15 mentors and 71 mentees of women technologists and technicians throughout the year.



Grace in the Deal: Women Negotiating Change, the event served as a dynamic platform to spark meaningful conversations, empower women in technology, and promote mentorship and professional growth.

The programme commenced with a welcoming address by Ts. Sharifah Zaida Nurlisha Syed Ibrahim, Chairperson of WTC, followed by an inspiring opening speech from Prof. Emeritus Datuk Ts. Ir. Dr. Siti Hamisah binti Tapsir, FASc., President of MBOT.

A forum session served as the centerpiece of the event, featuring three distinguished panelists; Prof. Ts. Dr. Leong Wai Yie, 2025 Woman Technologist Award Recipient, Ts. Tengku Intan Narqiah Tengku Othman (Syarikat Takaful Keluarga Malaysia Berhad) and Ts. Myrzela Binti Sabtu (Southern Catalyst Sdn. Bhd). The forum was moderated by Ts. Dr. Angeli Ambayya, Scientific Officer, Department of Haematology, Hospital Ampang

To promote holistic well-being, participants were invited to a de-stress session, offering a much-needed opportunity to unwind and focus on wellness amidst their demanding professional lives.

The event concluded with a photography session and informal networking over refreshments. Participants left feeling inspired, empowered, and better connected, carrying forward the spirit of collaboration and growth in their respective journeys in technology.

IEEE R10 HTC (Humanitarian Technology Conference) 2025

Story by: Ir. Prof. Wai Yie LEONG | Region: Malaysia (Asia/Pacific) | Email: waiyie@gmail.com

Ir Prof Dr Leong Wai Yie received the Women In Engineering (WiE) Best Paper Award at the IEEE R10 HTC (Humanitarian Technology Conference) 2025



Malaysia Inventor & Innovator Convention (MYIIC) 2025

Story by: Ir. Prof. Wai Yie LEONG | Region: Malaysia (Asia/Pacific) | Email: waiyie@gmail.com



Malaysian Invention and Design Society has successfully hosted the Malaysia Inventor & Innovator Convention (MYIIC) 2025, at Banquet Hall, Royal Lake Club Kuala Lumpur. This convention presents a wonderful opportunity to celebrate innovation through the MYIIC Awards Presentation, while also supporting Malaysia's strategic vision for AI-led economic transformation.

Ir Prof Dr Leong was the Panellist Discussion moderator and Convention Lead. Key highlights included discussions on AI's role in innovation, presentations, and recognition like the Luminary Award.

The convention brought together industry leaders, innovators, academics, and students to explore and celebrate advancements in artificial intelligence and digital transformation. The event provided a platform for networking, panel discussions, and the showcasing of innovative projects, particularly focusing on the role of AI in driving Malaysia's economic growth.

The event successfully showcased the innovative spirit within Malaysia and highlighted the practical applications of AI in various sectors, bridging the gap between academic research and industry practice.



Engr. Valerie Agberagba Elected Deputy President at NSE International Conference & AGM 2025

Story by: Engr. Joan Nweke | Region: Nigeria (Africa) | Email: joanonline2000@yahoo.com



Engr. Valerie Agberagba Deputy President of NSE

The Nigerian Society of Engineers (NSE) has recorded a major milestone in inclusive leadership with the election of **Engr. Valerie Agberagba as Deputy President** at the just-concluded NSE International Conference and Annual General Meeting (AGM) 2025.

Her emergence represents a significant step forward for women in engineering leadership in Nigeria and across Africa. It reflects years of professional excellence, service, and institutional confidence in the leadership capacity of women engineers.

This development strongly aligns with the objectives of my theme, Theme 2 of The Federation of African Engineering Organizations Women in Engineering (FAEOWIE), on Female Engineering Retention and Leadership. It affirms the impact of sustained mentorship, sponsorship, and leadership development initiatives aimed at positioning women for governance and decision-making roles.

The NSE Conference served as a platform for professional exchange, innovation, and policy dialogue while also reaffirming the importance of inclusive professional governance. The election of Engr. Agberagba stands as a powerful inspiration to young female engineers and a clear signal of progress in building sustainable leadership pipelines within the engineering profession.

National University of San Agustín of Arequipa (UNSA), Academic Department of Mathematics – Civil Engineering Department

Story by: Maritza Tula Guti Rrez Morales | Region: Peru (Americas) | Email: mgutierrezm@unsa.edu.pe



Warmikuna Chay Æ'awpa Qollqanpi Warmikuna Mining From Mentorship to Impact: Strengthening Women Leadership in Engineering and Mining in Peru.

Warmikuna Chay Æ'awpa Qollqanpi Warmikuna Mining is a seed-fund initiative nationally awarded in 2024 and implemented during 2025 in Peru, aimed at addressing structural gender gaps in engineering and the mining-industrial sector. The program was promoted by the National University of San Agustín of Arequipa (UNSA), with funding from the British Council and support from the British Embassy in Lima. The initiative was academically led and implemented by a multidisciplinary team within an institutional framework. It implemented a training model based on mentorship, using a participatory and human-centered pedagogical approach through virtual workshops on leadership, confidence building, strategic networking, effective communication, and women empowerment.

The initiative included the participation of national and international trainers and specialists from Mexico, Brazil, Colombia, Canada, and Chile, among other countries, as well as the active involvement of young Peruvian women engineers who collaborated

as trainers and facilitators, sharing real experiences related to their professional insertion in leading mining companies in the country.

The project aimed to promote professional development and leadership, provide technical, research, and personal tools, reduce gender gaps in mining and related industries, and connect training, innovation, and female talent. The results show significant improvements in self-confidence, collaborative leadership, and professional identity, consolidating a sustainable and replicable model for transforming traditionally male-dominated environments.



ZWES and APWEN Strengthen Continental Collaboration Through Webinar Series and Mentorship Partnership

Story by: Agness Mofya Mwansa | Region: Zambia (Africa) | Email: amofya@gmail.com

The Association of Professional Women Engineers of Nigeria (APWEN) is in collaboration with Zambia Women in Engineering (ZWES) Section.

Invite you to a Webinar tagged **Harnessing Emotional Intelligence for Effective Leadership and Governance**

Guest Speakers:
 Eng. Dr. Patricia Nekpen, FNSE, FNCIE, FNM, FICorB
 Eng. Agness Mofya, FNSSE, FNCIE, FNCI
 Eng. Dr. Adebisi R. Osim, FNSE, FNCIE, FNCI

Chief Host:
 Eng. Dr. Chido Kalomo Bowa, FNSSE, FNCIE, FNCI

SAT. 29TH NOV., 2025 10:00AM
 ZOOM MEETING ID: 841 1789 3428
 PASSCODE: 813435

www.apwen.org | www.zwes.org

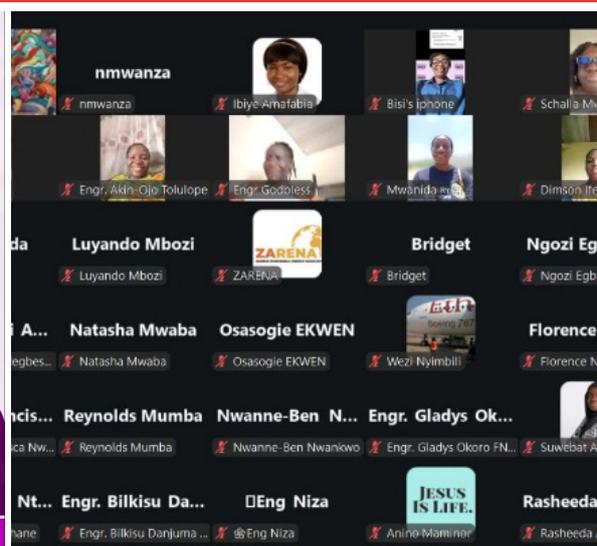
THE ASSOCIATION OF PROFESSIONAL WOMEN ENGINEERS OF NIGERIA (APWEN) PRESENTS

PUBLIC LECTURE
ENGINEERING TO LEAD: EMPOWERING WOMEN TO RISE

SAT. 19TH JULY, 2025 10:00AM WAT
 VENUE: ZOOM MEETING ID: 848 1460 6868
 PASSCODE: 514600

Speakers:
 Eng. Margaret Alina Sgumda, FNSSE, FNCIE, FNCI
 Eng. Dr. Adebisi R. Osim, FNSE, FNCIE, FNCI
 Eng. Mwaché Sekéti, FNSSE, FNCIE, FNCI
 Dr. Sarah Peet, FNSSE, FNCIE, FNCI
 Prof. Abiodun Mosa Abiola, FNSSE, FNCIE, FNCI
 Eng. Agness Mofya Mwansa, FNSSE, FNCIE, FNCI
 Eng. Dr. Chido Kalomo Bowa, FNSSE, FNCIE, FNCI
 Eng. Dr. Tolulope Efrimbo, FNSSE, FNCIE, FNCI

https://eiz.org/ | www.apwen.org | www.zwes.org



The Zambia Women in Engineering Section (ZWES) and the Association of Professional Women Engineers of Nigeria (APWEN) have deepened their continental collaboration through a vibrant Webinar Series held between 2024 and 2025. Designed to empower women engineers, students, and young professionals, the series brought together experts from academia, industry, and professional bodies to share knowledge, inspire leadership, and advance women's visibility in engineering across Africa.

- Navigating career pathways and professional visibility
- Entrepreneurship and engineering innovation
- Effective STEM outreach and advocacy in schools
- Building resilient mentorship structures

The webinars are anchored on the two-year Memorandum of Understanding (MoU) signed on 19th July 2025 between ZWES and APWEN, which aims to promote mentorship, technical collaboration, professional growth, and capacity-building for women in engineering. Theme 4 of the World Federation of Engineering Organizations (WFEO) Women in Engineering Committee focuses on Working in Partnership to address the Sustainable Development Goals (SDGs), with particular emphasis on SDG 5 (Gender Equality) and how it interlinks with all the other Goals.

These engagements also created opportunities for young girls to interact with senior engineers from across Africa, helping them envision careers in engineering and fostering early confidence in STEM.

As part of this partnership, APWEN has generously extended its mentorship pipeline to ZWES, supporting the development of Zambia's emerging women engineers and strengthening cross-country professional networks.

ZWES expressed appreciation for APWEN's continued mentorship support and highlighted the transformative potential of such collaborations. APWEN leaders noted that working with ZWES aligns with their broader vision of building a connected and empowered network of African women engineers, capable of influencing policy, driving innovation, and inspiring future generations.

Through the sessions, participants gained insights into:

As this partnership progresses, both organisations reaffirm their commitment to deepening engagement, sharing expertise, and uplifting the next generation of women engineers through mentorship, joint outreach, and sustained collaboration.

- Leadership development for women in engineering
- Strategies to increase female participation in STEM

The ZWES-APWEN Webinar Series stands as a testament to what is possible when African women engineers unite with purpose a continental sisterhood strengthening the foundations of leadership, innovation, and empowerment.

The inaugural ZIE WIE conference and awards themed **Together We Engineer: Promoting Collaboration to Achieve a More Inclusive and Diverse Engineering Future** were held **23 June 2025**.

Story by: *Beverly Nyakutsikwa* | Region: *Zimbabwe (Africa)* | Email: *bevlyfn@gmail.com*



The event celebrated women in engineering, cheering on their achievements while encouraging them to keep going and motivating those starting out. We celebrated the increased visibility of WIE in Zimbabwe, spotlighting those on boards, in ministries as well as private sector leadership.

Eng B Nyakutsikwa emphasized the need for registration with ZIE and ECZ as well as member participation in institutional activities and encouraged WIE to be more visible, urging them to share their achievements for communal celebrations, to increase visibility of WIE, ultimately creating mentors. Dr Eng F Mavhiya broke down the objectives and role of ZIE in engineering development in Zimbabwe. The keynote address highlighted the perseverance, strength and hard work by women in the transport and infrastructure development sector.

The conference also explored

- breaking barriers in engineering leadership
- aligning industry innovation with national policy and board level leadership
- boardroom impact and research based strategies for influence
- work life integration
- collaborative role of academia, research and industry in economic transformation
- thriving in male dominated fields

#HeForShe champions

9 awards were presented.

	Award Title	Recipient
1	Civil Engineering Excellence Award	Blessing Chirove
2	Metallurgical Engineering Excellence Award	Shantel Mutsvairo
3	Mining Engineering Excellence Award	Senzeni Moyo
4	Best STEM Mentor Award	Eng. Beverly Nyakutsikwa
5	Innovation and Technology Award, Ground-breaking engineering solution	Eng. Charity Chigwada
6	Lifetime Achievement Award	Dr Eng Tammy Stevenson
7	Corp Gender Diversity Champion	Eng Jennifer Chigerwe
8	Rising Star Award	Millicent Musekwa
9	Engineer of the Year	Eng Sitande Hokonya



WOMEN IN ENGINEERING CONFERENCE 2025

23 JUNE 2025

HICC

Theme: Together We Engineer
- Promoting Collaboration to achieve a more inclusive and diverse engineering future.

- 08:30-09:00** Registration & welcome coffee
- 09:05-09:15** Opening remarks: Together We Engineer: Eng. Beverly Nyakutsikwa
An overview of opportunities for women in Zimbabwe's engineering sector.
- 09:15-09:30** An overview of the role of ZIE and ECZ in engineering in Zimbabwe: Dr. Eng. Farai Mavhija Bhiza
A review of the roles of the Zimbabwe Institute of Engineers and the Engineering Council of Zimbabwe.
- 09:30-09:50** Keynote address: Eng. Joy Makumbe
Engineering the future: Women leading Zimbabwe's industrial growth – A powerful vision for engineering excellence and economic transformation.
- 09:50-10:35** Panel: Breaking barriers in engineering leadership
Leadership strategies, gender bias & growth in engineering
Moderator: Nyasha Manjika | **Panelists:** Dr. Eng. Farai Mavhija-Stra, Eng. Dorothy Madesya, Dr. Eng. Tammy Stevenson
- 10:35-11:00** Tea break & strategic networking
Refresh and create valuable connections with industry peers and potential mentors.
- 11:00-11:45** Engineering innovation: Women driving growth
Panel: Innovation in mining, automation & infrastructure
Panelists: Dr. Eng. Gloria Mepembe, Dr. Eng. Mary Chikuruwo, Mrs. Chiedza Chigombe | **Moderator:** Eng. Charity Chigwada
- 11:45-12:15** Fireside chat: Engineering & policy: Eng. Irene Kamutero
Aligning industry innovation with national policy and board-level leadership. **Moderator:** Nyasha Manjika
- 12:15-12:45** Exec. masterclass: Advanced negotiation & leadership: Dr. Eng. Tammy Stevenson
Research-backed strategies for influence and boardroom impact.
- 12:45-13:45** Executive lunch & VIP networking

Women in Engineering Conference Presented in partnership with:





WOMEN IN ENGINEERING CONFERENCE 2025

23 JUNE 2025

HICC

Theme: Together We Engineer
- Promoting Collaboration to achieve a more inclusive and diverse engineering future.

- 13:45-14:30** Panel: Work-life integration & talent retention
Panelists: Sandy Bare, Eng. Dorothy Madesya | **Moderator:** Nancy Gwangwade
Real talk on burnout, family life, wellness and keeping women in the profession.
- 14:30-14:50** Bridging innovation gaps: The collaborative role of academia, research, and industry in economic transformation: Dr. Eng. Mary Chikuruwo
- 14:50-15:20** Workshop: Thriving in male-dominated fields: Eng. Wendy Mawere
Tactics for resilience, confidence, and professional growth.
- 15:20-15:50** #HeForSheChampions
Panelists: Eng. Kevin Mutatsa, Eng. Martin Sibanda | **Moderator:** Eng. Beverly Nyakutsikwa
A panel discussion exploring the role of men in advancing the work of women in engineering.
- 15:50-16:00** Closing remarks & vision forward
Organising committee chair
Summary of key takeaways and future initiatives for women in engineering.
- 16:00** Afternoon refreshments
Afternoon refreshments and preparation for evening Awards Ceremony.

Women in Engineering Conference Presented in partnership with:



Empowering Women Engineers AI-Driven Innovation and Entrepreneurship



WIE

The Committee on
Women in Engineering



WEBINAR

THEME: EMPOWERING WOMEN ENGINEERS: AI-DRIVEN INNOVATION AND ENTREPRENEURSHIP

HOST



**ING DR. ENYONAM
KPEKPENA**

Chair, Women in Engineering
Committee (WIE-WFEO)
Ghana

MODERATORS



**DR NASSIRAH
LALOO**

Vice Chair -Theme 2
WIE-WFEO
Mauritius



**ENG. JITU
KEBEDE**

Deputy Vice Chair -Theme 2
WIE-WFEO
Ethiopia

SPEAKERS



**JEANETTE
SOUTHWOOD**

Vice Chair - Theme 3
WIE-WFEO
Canada



**DR. SHEEBA
ARMOOGUM -**

Associate Professor, University
of Mauritius
Mauritius



**LENSA
KEBEDE**

Civil Engineer
Ethiopia



**MAHGANJ
DURRA**

Assistant Instructor,
ALMAN University
UAE



**IR. JESS VUN
WEY TYNG**

ESC Consultant & Vice chair
person, Malaysia green council
Malaysia



WEDNESDAY, 26 NOVEMBER 2025



1:00 PM – 2:30 PM GMT / 8:00 AM – 9:30 AM EDT

[CLICK TO REGISTER](#)

The webinar “Empowering Women Engineers AI-Driven Innovation and Entrepreneurship” organized by the WFEO-WIE Committee was held on Wednesday 26 November, at 1:00 PM – 2:30 PM GMT / 8:00 AM – 9:30 AM EDT.

Zambia Women in Engineering Section officiates FAEO-WIE 4th STEAM Art Competition Award Handover at EIZ Offices

Story by: Agness Mofya Mwansa | Region: Zambia (Africa) | Email: amofya@gmail.com



Zambia women in engineering section (ZWES) proudly marked the success of its young STEAM champions during **the handover ceremony for the FAEO-WIE 4th STEAM Art Competition Awards**, held at the **Engineering Institution of Zambia (EIZ) Offices**. The event, coordinated by the FAEO-WIE vice chairperson and ZWES chairperson Eng Agness Mofya Mwansa and the EIZ secretariat, the event highlighted the growing commitment to nurturing creativity, innovation, and engineering awareness among young learners and Zambia's remarkable performance in the **2024 FAEO-WIE STEAM Art Competition**, where two Zambian girls excelled on the continental stage.

Zambia secured **two top continental positions:**

- **1st Place:** Grace Musonda Lukonde, whose artwork portrayed a female engineer working to electrify rural communities.
- **5th Place:** Abigail Siyanga, whose creative expression also highlighted engineering as a driver of national development.



The competition, launched in 2021 under the theme **"SHEROES,"** commemorates International Women in Engineering Day (INWED) and aims to build STEAM awareness among young learners, especially girls through art. It encourages children to imagine themselves as engineers, innovators, and problem-solvers, fostering confidence and early interest in STEM careers.

The ceremony was particularly meaningful because **Eng. Dr. Chilala Kakoma Bowa**, the engineer featured in Grace's first-place artwork, was present. In her remarks, she expressed deep appreciation for the honor and highlighted the importance of exposing children to engineering role models. She stated that it is **"always uplifting to see children especially young girls embracing STEM in various forms"**, underscoring how representation and visibility inspire the next generation.

Parents of the winners also shared their pride, encouraging schools to expand STEAM activities, noting that **early encouragement builds confidence and opens doors to future careers in science and engineering.**

The official award was handed over by the FAEO Vice president and ZWES Chairperson **Eng. Agnes Mofya Mwansa**, who indicated that

"The competition was not only about art; it is about vision and creativity. It allows girls to imagine themselves as engineers, and that early spark can shape their futures."

Eng. Agnes further reflected on school participation, noting that many schools welcomed the

competition because **children thrive when given opportunities to express themselves freely through art, imagination, and innovation.**

The event was graced by **EIZ Vice President – Finance and Administration, Eng. Chansa Musonda**, who celebrated the young winners' achievements and emphasized the importance of nurturing STEAM talent:

“Grace and Abigail’s success is a proud moment for the Institution. It shows the potential that lies in nurturing young talent through STEAM education and creative platforms.”

ZWES reaffirmed its commitment to strengthening STEAM pathways through:

- school outreach programmes
- mentorship initiatives
- innovation clubs
- support for STEAM Art Competitions
- visibility of women engineers as role models



The **FAEO-WIE STEAM Art Competition Award Handover** stands as a proud milestone for Zambia celebrating girl child excellence, honouring women engineers, and advancing national efforts to inspire future innovators and leaders in STEM.

EIZ and ZWES congratulate the winners and reaffirm their commitment to supporting young innovators across Zambia.



Engineering with Elegance: How ZWES Is Redefining Leadership Beyond the Workplace

Story by: Agness Mofya Mwansa | Region: Zambia (Africa) | Email: amofya@gmail.com



Speakers, invited guests, and participants pose for a group photograph at the 2nd Zambia Women in Engineering Section (ZWES) High Tea, held under the theme “Women in Engineering Creating Value Beyond the Workplaces”.

The Zambia Women in Engineering Section (ZWES) continues to play an active role in promoting inclusive and impactful engineering practice within Zambia and the wider African context. This was evident at the **2nd ZWES High Tea**, a professional engagement forum that brought together women engineering professionals, industry leaders, regulators, financiers, and development partners under the theme “Women in Engineering Creating Value Beyond the Workplaces.”

Held on **Saturday, 27 September 2025**, at the **Southern Sun Hotel** in Lusaka, the High Tea transcended its elegant setting to deliver a substantive, forward-looking discourse on leadership, entrepreneurship, financial empowerment, and wellness for women in technical professions.

A Convergence of Leadership, Purpose, and Practice

The 2nd ZWES High Tea showcased the growing role of women engineering professionals as leaders beyond the workplace through a focused programme on entrepreneurship, finance, and wellness. The keynote address by **Ms. Kapumpe Chola**, CEO of FNB Zambia, encouraged women engineers to adopt entrepreneurial mindsets and apply technical expertise to purpose-driven innovation.

Supporting sessions featured **Mrs. Beatrice Nkanza** on intentional investing and financial resilience, and **Lady Norena Chiteba** on wellness and work-life balance as foundations for sustainable leadership. An **Entrepreneurial Transition** session by **Eng. Daisy M. Mkandawire** and **Cra. Sara N. Bweupe** highlighted practical lessons from moving from engineering practice into enterprise.

With strong institutional support from the **Engineering Institution of Zambia** and closing reflections by **Eng. Edith M. Munungwe**, the High Tea reinforced ZWES's role in advancing inclusive and impactful engineering leadership in Africa.

Through such initiatives, ZWES is not only shaping careers—it is shaping the future of engineering leadership in Africa.



Ms. Kapumpe Chola – Guest of Honour & Keynote Speaker

Ms. Kapumpe Chola, Chief Executive Officer of FNB Zambia, delivering the keynote address on building an entrepreneurial mindset and purpose-driven leadership among women in engineering during the 2nd ZWES High Tea.



Eng. Wyman Kaluba – President, Engineering Institution of Zambia (EIZ)

Eng. Wyman Kaluba, President of the Engineering Institution of Zambia, delivering opening remarks and reaffirming institutional support for women's leadership and innovation in engineering.

Lady Norena Chiteba & Mrs. Beatrice Nkanza

Lady Norena Chiteba, Founder of the KUPES Young Women Network, and Mrs. Beatrice Nkanza, an experienced investment and capital markets practitioner, captured together during the 2nd ZWES High Tea, where they delivered complementary sessions on wellness, work-life balance, and intentional financial empowerment.



WISER Project Empowers Filipino Youth to Lead in Renewable Energy Innovation

Story by: May Rose Imperial | Region: Philippines(Asia/Pacific) | Email: mayrose.imperial@ptc.ph



The WISER (Women Engineers as Instruments for Sustainable Engineering in Renewable Energies) Project is paving the way for a sustainable future by inspiring high school students across the Philippines to pursue careers in engineering and renewable energy. Since its launch in March 2023, the initiative has reached 11 cities nationwide, fostering a new generation of engineers equipped to address the country's energy challenges. This endeavor was initially funded by USAID Energy Secure Philippines (ESP) Project and eventually continued by the Women Engineers Network (WEN).

This ambitious program led by Philippine Technological Council (PTC) Women Engineers Network, implemented in partnership with educational institutions and engineering professional organizations, aims to address critical gaps in the renewable energy sector. By emphasizing inclusivity and innovation, WISER focuses on empowering youth, especially young women, to contribute meaningfully to building a sustainable energy future.

Inspiring Tomorrow Engineers

Through strategic partnerships with senior high schools and engineering professional organizations, the WISER Project is designed to ignite interest in engineering careers, particularly among young women. Historically, women have been underrepresented in the engineering field, and WISER seeks to break down barriers by providing resources and support to help them excel. The initiative offers hands-on workshops, career mentoring, and national competitions, all aimed at making engineering a more accessible and attractive field.

The WISER Project is more than just a program; it's a movement to prepare the youth for a renewable energy-driven future, said project officers. Our focus is on creating opportunities for young minds to innovate and see their potential as problem-solvers for global challenges.



Benchmarking Engineering Capacity

Story by: Dawn Bonfield | Region: United Kingdom(Europe) | Email: dawnbonfield@btinternet.com

WIE member Dawn Bonfield from the UK would like help with the Commonwealth Engineers Council project on Benchmarking engineering capacity and capability across the Commonwealth.

This 18 month project will look at gathering data and evidence of engineering capacity and capability in Commonwealth countries with a view to establishing metrics that can be used to quantify the engineering skills requirements to address the challenges faced by countries undergoing rapid urbanisation and climate resilience infrastructure needs.

If you are interested in being involved in this project, and working towards the establishment of shared metrics, then please contact Dawn Bonfield on dawnbonfield@btinternet.com Further details here: <https://www.commonwealthengineers.org/benchmarking.html>

2025 Engineers Canada participation in Canadian Federation of Engineering Students Conferences and Meetings

Story by: Jeanette Southwood | Region: Canada(Americas) | Email: jeanette.southwood@engineerscanada.ca

Throughout the year, Engineers Canada collaborated with its strategic partner, the Canadian Federation of Engineering Students (CFES) by participating in its national conferences such as the Canadian Engineering Leadership Conference (CELC) "Beyond Blueprints", the Canadian Engineering Competition, the Conference on Sustainability in Engineering (CSE), and also the Conference on Diversity in Engineering (CDE) "From barriers to breakthroughs", which was hosted in Montreal, QC, by McGill University.

Engineers Canada also hosted CFES in-person annual national leadership transition meeting at our offices. The photo is from the CFES CDE.

Engineers Canada and IBET

Story by: Jeanette Southwood | Region: Canada(Americas) | Email: jeanette.southwood@engineerscanada.ca

In Canada, Black and Indigenous people are under-represented among engineering scholars. In November, Engineers Canada's Executive Vice President, Corporate Affairs and Strategic Partnerships, Jeanette Southwood, presented on licensure and Pathway to Engineering at the fourth annual Indigenous and Black Engineering and Technology PhD Project (IBET) meetings.

IBET is a partnership of 18 Canadian universities, helping to build and support an equitable environment that is reflective of Canada's population and reconcile the under-representation of Indigenous and Black engineering scholars. The meetings were held in conjunction with the meetings of Engineering Deans Canada. More information about Pathway to Engineering is at <https://pathwaytoengineering.ca/>. More information about IBET is at <https://ibetphd.ca/>.

More information about Engineering Deans Canada is at <https://engineeringdeans.ca/>.

Forward Engineering Collective Launch

Story by: Jeanette Southwood | Region: Canada(Americas) | Email: jeanette.southwood@engineerscanada.ca



In November at the Ontario Network of Women in Engineering (ONWiE) 20th Anniversary Summit, Engineers Canada and its partners formally launched the Forward Engineering Collective. The Forward Engineering Collective brings together educators, industry leaders, and community organizations united in a shared mission: to propel K-12 STEM education with an explicit focus on the 'E'. More information is at <https://forwardengineeringcollective.ca/>.



Pathway to Engineering Exchanges Webinar Series

Story by: Jeanette Southwood | Region: Canada(Americas) | Email: jeanette.southwood@engineerscanada.ca

In October as part of Engineers Canada's Exchanges webinar series, Engineers Canada explored the ethical responsibility of engineers in responding to the climate crisis and its environmental impacts. Watch the recording at <https://pathwaytoengineering.ca/events/licensure-leadership-ethical-responsibility-era-climate-crisis>. More information about the Exchanges webinar series is at <https://pathwaytoengineering.ca/events/exchanges>.

Engineers Canada leads the inaugural Engineering Roundtable at Canada's national Buildings Show

Story by: Jeanette Southwood | Region: Canada(Americas) | Email: jeanette.southwood@engineerscanada.ca

On Thursday, December 4, Engineers Canada led the inaugural Engineering Roundtable at Canada's national Buildings Show. The Roundtable was called "Challenges, Trends, and Outlook for the Future" and included topics such as addressing fraud, the impacts of AI technologies, Pathway to Engineering, and fostering a profession that reflects society.

More information about Pathway to Engineering is at <https://pathwaytoengineering.ca/>. More information about the Buildings Show is at <https://informaconnect.com/the-buildings-show/>.

The Association of Professional Women Engineers of Nigeria (APWEN) Career Fair & Industrial Tour to Greenpeg Automation Company.

Story by: Jeanette Southwood | Region: Nigeria (Africa) | Email: atinukewuraolaowolabi76@gmail.com



The Association of Professional Women Engineers of Nigeria (APWEN) Career Fair & Industrial Tour to Greenpeg Automation Company.

APWEN recently held its Career Fair and Industrial Tour to Greenpeg Automation Company, giving female engineering students and young professionals hands-on exposure to modern automation and control technologies. Participants toured the facility, interacted with industry experts, and gained practical insights into real-world engineering applications. The visit reinforced APWEN goal of preparing young female engineers for industry relevance by bridging the gap between classroom learning and practical experience. It also provided mentorship, career guidance, and increased awareness of opportunities within Nigeria growing automation sector.

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The visit reinforced APWEN goal of preparing young female engineers for industry relevance by bridging the gap between classroom learning and practical experience. It also provided mentorship, career guidance, and increased awareness of opportunities within Nigeria growing automation sector. Finally The Association of Professional Women Engineers of Nigeria (APWEN) has donated innovation hub equipment and tools to the Faculty of Engineering, University of Lagos. This contribution is aimed at enhancing hands-on learning, fostering creativity, and supporting research and innovation among engineering students. The donation underscores APWEN commitment to empowering future engineers with the resources they need to thrive in an increasingly technology-driven world



Former WFEO President Dr Marlene Kanga AO, awarded Engineers Australia most prestigious award, the Peter Nicol Russell Memorial Medal and other multiple awards

Story by: Marlene Kanga | Region: Australia | Email: marlenekanga@bigpond.com



Dr Marlene Kanga AO, was recently awarded with the Engineers Australia Peter Nicol Russell Memorial Medal, the highest individual award of the institution. Previous award winners are the most prominent engineers in Australia including Dr John Bradfield (Sydney Harbour Bridge) and Sir John Monash (Monash University).

Dr Kanga has recently received several honours and awards, including election to the Australian Academy of Science (22 May 2025) and an Honorary Doctor of Engineering degree by the University of NSW (24 March 2025). She is a Fellow of the Australian Academy of Technological Sciences and Engineering, an International Fellow of both the Royal Academy of Engineering (UK) and the ASEAN Academy of Engineering and Technology.

Dr Marlene Kanga, a chemical engineer, has held key leadership positions, including National President of Engineers Australia (2013) and President of the World Federation of Engineering Organisations (2017–2019).

She has been a non-executive director and board member of large organisations in utilities transport and innovation. She was appointed an Officer of the Order of Australia (AO), a national honour, in 2022 for her distinguished service to engineering, particularly as a global leader and role model to women.

Marlene contributions to engineering are extensive and impactful.

As President of the World Federation of Engineering Organisations, she led the proposal for UNESCO to declare 4th March as World Engineering Day for Sustainable Development, raising global awareness of the critical role engineering plays in addressing sustainable development challenges. She initiated the WFEO GREE Award for women engineers, as WFEO President, in 2018, the most prestigious international award for women in engineering.

She initiated and led the review of the engineering education benchmarks, ensuring that future engineers are equipped to meet global challenges, including principles of diversity and inclusion for engineering education programs.

She hosted the inaugural International Network for Women Engineers and Scientists (INWES) Asia Pacific Nation network (APNN) meeting in 2011, resulting in a thriving network, that mentors and supports hundreds of women engineers and scientists across the Asia-Pacific region.

Marlene is recognised among the 100 engineers contributing to Australia in the last 100 years and one of the Top 10 women engineers in Australia.



Where Vision Meets Precision: Women Engineering the Future at WinE Affair 2025

Story by: Women, For the Future | Region: Ghana (Africa) | Email:

The 4th Edition of the Women in Engineering (WinE) Affair 2025 unfolded as more than an event; it was a statement of intent. Hosted at the RCEES Auditorium of the University of Energy and Natural Resources (UENR), Sunyani, from 31st October to 1st November 2025, the gathering brought together engineering students, academicians, industry professionals and players and innovators from across all the regions of Ghana under the resonant theme: “Where Vision Meets Precision – By Women, For the Future.”

Organised by WinE Ghana, the female practicing professionals of the Ghana Institution of Engineering (GhIE), the two-day programme reaffirmed a growing truth within Ghana’s engineering ecosystem: when women lead, mentor, and innovate, the future of engineering becomes more inclusive, resilient, and impactful.

Day One: Preparing Engineers for a Changing World

Theme: *The Future of Engineering: Diverse Opportunities and Pathways*

The first day centred on professional development, deliberately designed to bridge the gap between university training and the realities of industry. The session opened with a compelling keynote address by the Vice-Chancellor of UENR, Prof. Elvis Asare-Bediako, who challenged students to look beyond traditional engineering boundaries. He emphasised adaptability, emerging technologies, and lifelong learning as essential tools for the next generation of engineers navigating a multidimensional global landscape.



The Vice-Chancellor of UENR, Prof. Elvis Asare-Bediako, (In black Suit) and some Speakers and students at the WinE Affair 2025.

Expert presentations followed from seasoned professionals and academicians, including Ing. Prof. Emmanuel Kwasi Nyantakyi, Ing. Pearl Essel, and Ing. Naki Tetteh-Anowie. Their contributions highlighted the increasing relevance of digital competencies, research-led innovation, ethical leadership, and the courage to explore non-traditional engineering pathways. Collectively, the speakers underscored that today’s engineer must be as versatile as they are technically sound.



Cross-section of participants attentively engaging in a rejuvenating exercise during the professional development presentations on Day One.

A Dialogue on the Future of the Profession

A major highlight of Day One was the panel discussion on **“The Future of Engineering: Diverse Opportunities and Pathways.”** Moderated by a young member of the organising team, the session provided a refreshing intergenerational exchange on how engineering practice is evolving globally.

The discussion explored emerging skills, the growing value of multidisciplinary collaboration, and career trajectories beyond conventional engineering roles. Particular emphasis was placed on strategic career positioning, personal branding, and the importance of aligning passion with purpose.



Panel discussion in progress, featuring accomplished women engineers sharing insights on future engineering pathways.

The distinguished panel comprised **Ing. Alberta Amankwaa (SPE-GhIE)**, **Ing. Agnes Afi Fugah Esq**, **Ing. Mary Antwi, PhD**, and **Ing. Celestine Hotor-Aglimah**. Their candid reflections, rooted in real-world experience, resonated strongly with students and early-career engineers seeking clarity and direction.

Beyond the formal sessions, participants interacted closely with industry leaders such as **Jane Naki Tetteh-Anowie (National WinE Chairperson)**, **Vicky Afriyie-Darkwa**, and **Patricia Ing. Mrs. Asantewaa-Tannor**, creating invaluable mentorship and networking moments.



Informal mentorship and networking interactions between students and senior women engineers.

Day One: Innovation, Expression, and Healthy Competition

Day Two brought a vibrant shift in energy as universities across Ghana competed in innovation, debate, and creative expression. The inter-university innovation competition showcased student-led solutions addressing pressing societal challenges, evaluated on technical execution, feasibility, clarity, innovation, and potential social impact.



Student teams presenting innovative engineering solutions during the inter-university innovation competition.



Winning Student teams with their trophy and Patrons

Innovation Competition Results

- **Winner:** Kumasi Technical University
- **1st Runner-Up:** University of Energy and Natural Resources (UENR)
- **2nd Runner-Up:** Hohoe Technical University

Judges commended all participating teams for their ingenuity and forward-thinking approach, noting the strong alignment between engineering creativity and national development priorities.

Debate: Engineering Minds at Work

The inter-university debate further demonstrated the intellectual depth of Ghana's emerging engineers. Contestants displayed confidence, critical thinking, and persuasive communication, skills increasingly vital in modern engineering leadership.

Debate Results:

Winner: Kumasi Technical University

1st Runner-Up: University of Energy and Natural Resources (UENR)

Culture, Creativity, and Voice

The atmosphere lightened with a high-energy dance competition that celebrated unity, culture, and teamwork, followed by a powerful spoken-word performance by a UENR student. Her piece explored courage, identity, innovation, and the resilience of women in engineering, leaving a lasting emotional impression on the audience.



Dance competition performance showcasing cultural expression and team spirit.

Reflections and the Road Ahead

The success of WinE Affair 2025 also offered valuable insights for future editions. Key recommendations include the introduction of structured mentorship circles, hands-on technical workshops on emerging technologies, expanded industry exhibitions, and alumni spotlight sessions to inspire upcoming engineers.

Overall Impact

The 2025 WinE Affair achieved its mission of empowerment, collaboration, and inspiration. By blending academic discourse, professional mentorship, innovation, and creative expression, the event created a holistic platform for nurturing the next generation of engineers, particularly women poised to lead with vision and precision.

Participants departed not only motivated, but equipped with clarity, confidence, and community. Once again, WinE Ghana reaffirmed its vision of **building a strong, innovative network of women engineers prepared to shape the future of Ghana and beyond.**

4th Edition of
WinEAffair 2025
Theme: WHERE VISION MEETS PRECISION
— BY WOMEN, FOR THE FUTURE!

Day 1
Time: 9:00am
Date: 31st October 2025

Professional Development

(Career Talk & Panel Discussion)

Venue: RCEES Auditorium, UENR-Sunyani

Prof Elvis Asare-Bediako (UENR VC)
Keynote Speaker

Ing Prof Emmanuel Kwasi Nyantakyi

Ing Pearl Essel

Ing Naki Tetteh-Anowle

Speakers

Panel Members

Ing Ali Fugah Esq

Ing Alberta Amankwaa

Ing Celestine Hotor-Aglimah

Ing Mary Antwi

Sponsors: GHANA GAS, S&B, CONSTROMART, OCTANE ENERGY GROUP

4th Edition of
WinEAffair 2025
Theme: WHERE VISION MEETS PRECISION
— BY WOMEN, FOR THE FUTURE!

Day 2
Time: 9:00am
Date: 1st November 2025

Inter-University Competition

Judges

Ing Celestine Hotor-Aglimah

Ing Victoria Afiye-Darkwa

Ing Alberta Amankwaa

Participating Institutions

Sponsors: GHANA GAS, S&B, CONSTROMART, OCTANE ENERGY GROUP



Prof. Eng. Lidia Zakowska (NOT Poland and EU countries)

MSc Eng. Yvette Ramos (SwissEngineering Geneva)

Report on the participation of MSc Eng. Yvette Ramos and Prof. Eng. Lidia Zakowska in the General Assembly of the World Federation of Engineering Organizations 2025 (WFEO 2025 GA) and in the World Engineering Congress (WEC) in Shanghai on October 12-16, 2025

We had a pleasure and honor to represent European Union Engineers, participating as delegates of our national engineering organizations, namely: Lidia Zakowska from Polish FSNT NOT and Yvette from SwissEngineering Geneva), in WFEO 2025 GA and in the WEC World Engineering Congress. This prestigious event was jointly organized this year by the World Federation of Engineering Organizations WFEO, the China Association of Science and Technology, the Chinese Academy of Engineering and the Shanghai People's Municipal Government.



Fig.1. The welcome poster at the entrance to the Shanghai Expo, the site of the, WFEO 2025 GA and in the WEC World Engineering Congress, where Yvette Ramos and Lidia Zakowska met our Past-President Dr. Marlene Kanga. (phot. LZ)

We were happy to meet our female Presidents Maria and Marlene and Board Members, both great women engineers and to discuss the future works and main goals of WFEO, including inclusiveness and equality in composition to all 17 sustainable development goals, UN SDGs.

Under the slogan "*Engineering Shaping a Green Future*", the congress focused on the key role of engineering technologies in combating climate change, supporting green economic growth, shaping a globally sustainable and human-centric development framework, and improving the quality of life through engineering methods. The cooperation of experts and scientists in the field of engineering with WOMENVAI delegates help us the implementation of the UN Sustainable Development Goals.



Fig.2. Lidia and Yvette with the former first female President of WFEO (Left) and with the current WIE Committee Chair, right after the main meetings of the World Engineering Congress (WEC). Phot. LZ



Fig 3. Swiss and Polish delegates with the Chinese representatives and WFEO presidents during official evening.

During the meeting of the board and members of the WIE WFEO (Women in Engineering) Committee, which we co-founded, we have presented the engineering activities carried out by Womenvai members worldwide and in the European Union in 2024 for the equality of women in and the sustainable achievements of women associated in our organizations. The discussion was very warm and showed the need to have female representation in all committees and also in the WFEO board.



Fig.4. Full room during the WIE WFEO (Women in Engineering) Committee meeting, with invited WFEO President and the Board members before the of the new presidential election. (phot. LZ)

Thank you all for the fruitful discussions and cooperation in *Shaping a Green Future by Engineering community*.

Prof. dr hab. Eng. Lidia Zakowska, delegate of Polish FSNT NOT to WFEO and WEC 2025



Lidia Zakowska, Poland
Transport Engineering and Sustainable
Urban Design

Lidia Zakowska, Ph.D., is a professor on transport engineering, but her multidisciplinary research concentrate on sustainable urban design, safety in transportation, transport environment and climate change, mobility and accessibility, gender equality in transportation and life quality. She is an author of over 150 publications, has led numerous Research Grants and Projects on international levels. Member of Editorial Board of prominent international journals, lays also as referee of the top journals in civil engineering sector. She is a co-founding member of Woman in Engineering Standing Committee at World Federation of Engineering Associations. Active member at Polish National Chamber of Engineers and Polish Association of Engineers of Transportation. Her passion is Gender Equality in Engineering.



W  **E**

**The Committee on
Women in Engineering**