

**Message from the Women in Engineering (WIE) Committee
World Federation of Engineering Organizations (WFEO)
International Women's Day (IWD2021)
March 8, 2021**

The Women in Engineering Committee has '**Chosen to Challenge**'!

#ChooseToChallenge issues that drive gender inequality in the engineering profession.

#ChooseToChallenge the stereotyping of female engineers

#ChooseToChallenge cultural attitudes and barriers that prevent girls and young women away from careers in technology and engineering

#ChooseToChallenge negative workplace activities and activities that are systematically biased against women engineers

#ChooseToChallenge gender pay gaps against female engineers

#ChooseToChallenge lack of gender policies in the workplace to encourage employees to balance career and family responsibilities

#ChooseToChallenge discrimination against women in hiring, recruitment, promotions, opportunities for advancement

#ChooseToChallenge systemic bias against women aspiring or leadership positions

WFEO-WIE stands with and supports Sustainable Development Goal 5- Gender Equality and all its indicators and states unequivocally that Gender equality is not only a moral, social imperative but also an economic imperative.

According to the UNESCO engineering report launched on the World Engineering Day -4th of March 2021, 'Ensuring women's access to technology and engineering will close many gender gaps and ensure that women can benefit from and participate in the technology revolution, as well as take up leadership positions (SDG Tracker27).'

The skills and knowledge of engineering industry, affects all facets of human life and existence and yet is faced with a diminishing pool of workers. This is aggravated by the fact that women are an under-represented resource within the industry, with an average representation of 20% (approx.) worldwide. Clearly, if more women enter engineering fields, the engineering shortage will reduce greatly. WIE chooses to challenge this anomaly by encouraging females to bring new skills, economic advancement, innovation and creativity into engineering.

I greet women and particularly female engineers around the world for their contributions to humanity, recognized and otherwise and urge them to **#ChoosetoChallenge**- and encourage more females to study and practice engineering, even as we join hands and work towards '**making the world a better place**'

Engr. Yetunde Holloway, FNSE
Chair, Women in Engineering Committee