



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



The Nigerian Society of Engineers

**WFEO Standing Technical Committee on
Women in Engineering**

WFEO-WIE

**Revised Strategic Plan for WIE Committee
October 2018.**

WFEO Standing Technical Committee on Women in Engineering

Revised Strategic Plan September, 2018.

1.0 Summary

The Nigerian Society of Engineers, NSE is a national member of the WFEO and the host to the Federation of African Associations of Engineering organizations FAEO, has actively participated in the activities of the WFEO in decades. The NSE is hosting the Standing Committee on Women in Engineering for its first four years, 2016-2020 and has been committed to its activities. The programmes of the committee have been planned along three strategic themes and expanded with a fourth one on UNESCO Relationship/UN SDG programme. The Nigerian Society commits to the financial obligation of the committee and its activities and will continue to support the Chair of the committee, Engr Mrs Valerie Agberagba, a fellow of the Society, a Past President of the Association of Professional Women Engineers of Nigeria, APWEN, a three times Vice President of the NSE and a dedicated WIE member for the past ten years of the Committee's existence.

The reviewed strategic plan positions WIE for collaboration with other SCs, strengthening its work with the CECB & the CEIT in achieving its desired goals while increasing the visibility of women engineers within the WFEO.

2.0 Background

The Nigerian Society of Engineers (NSE) is a national member of the World Federation of Engineering Organizations (WFEO) and has been an active participant in all activities of the WFEO. NSE members have served in various Standing Technical Committees of the organization and have made significant contributions towards the successes of the committees' activities.

It is on records that the Nigerian Society of Engineers since the inception of Women in Engineering(WIE) in 2007 after the colloquium held in Tunis, has been very active in

the activities of the WIE committee. NSE is committed to the development of Women in Engineering and has, as one of its most visible divisions in the past 35 years, the Association of Professional Women Engineers of Nigeria, APWEN, which Engr Valerie Agberagba was President 2006/2007.

The Committee operates from the NSE Secretariat where it has an office and an administrative assistant who is paid by the NSE. The strategic plan of the committee has continued to evolve as the year unfolds with a declaration approved by the General Assembly in Rome, 2017.

The Chairs of the three themes are the Vice Chairs and the Committee Chair, chairs the UNESCO Relationship/UN SDG programme. The system allows room for succession from amongst the Vice Chairs.

3.0 WFEO Vision

WFEO is the internationally recognized and chosen leader of the engineering profession and cooperates with national and other international professional institutions in being the lead profession in developing and applying engineering to constructively resolve international and national issues for the benefit of humanity.

3.1 WFEO Statement

WFEO encourages all of its national and international members to contribute to global efforts to establish a sustainable, equitable and peaceful world by providing an international perspective and enabling mechanisms:

- To provide information and leadership to the engineering profession on issues of concern to the public or the profession.
- To serve society and to be recognized, by national and international organizations and the public, as a respected and valuable source of advice and guidance on the policies, interests and concerns that relate engineering and technology to the human and natural environment.
- To make information on engineering available to the countries of the world and to facilitate communication between its member nations.
- To foster peace, socioeconomic security and sustainable development among all countries of the world, through the proper application of technology.
- To facilitate relationships between governments, business and people by adding an engineering dimension to discussions on policies and investment

4.0 . Vision for WFEO-WIE

Women and men engineers, in all equal opportunity, work to constructively resolve international and national issues, thanks to their diversity and their differences for the benefit of the humanity

4.1 Mission Statement for WFEO-WIE

To develop and confirm its position on the new social challenges of participation and leadership of professional women in a sustainable way, by offering support to enhance a concrete comprehension of the activities for the organization's WFEO member nations in order to integrate the gender dimension in their organizational activities and in the engineering profession in general, while helping in improving the representation of women engineers within WFEO's organizations in attracting and retaining young females interested in becoming engineering professionals worldwide.

5.0 Operating Principle

The WFEO-WIE shall amongst others facilitate programmes and activities that will increase the visibility of women in the WFEO by getting actively involved in the other standing technical committees. The collaboration with other committees to achieve some of its desired goals will be enhanced.

The committee intends to work with the regional representative members of WIE and other committees to carry out the theme agenda.

WFEO-WIE has Chairman and a Secretary. Stacey DelVecchio, (USA) is the Secretary of the committee. She coordinates the activities of the committee, working with the Administrative assistant. The Chairs of the Themes are vice chairs, and this will enhance easy succession.

7.0 Themes

At the Singapore meeting in 2013, three themes were decided as Strategic Plans. The themes were developed with its objectives and goals and theme leads nominated. At the France meeting in December 201 activities to achieve the objectives were discussed and programmes suggested. There is the need to adopt the themes for the next four years for greater impact across all regions.

Theme	Leader	Objective	Goals
1. 1 Engineering Workforce Diversity Theme	Stacey Delvecchio: SWE USA Assisted by	<ul style="list-style-type: none">o To provide workforce diversity through better workplace climate for equal opportunities for professional development;o To improve the attraction, retention and promotion of women engineers within the work place;o To provide employers with information improving the workplace	<ul style="list-style-type: none">o To develop information material on ways and means of creating an equitable and friendly work place environment for workforce diversity.o To organize information sessions on creating better workplace environment.o To influence world engineering companies

		<p>and workforce diversity for competence, innovation and engagement;</p> <ul style="list-style-type: none"> o To provide women engineers with information helping them to succeed in the work place and attain high level positions. 	<p>and associations as well as WFEO member countries in developing policies for workforce diversity.</p> <ul style="list-style-type: none"> o To work closely with UNESCO, and other similar organizations to promote workforce diversity through better work place environment
<p>2 Leadership and Empowerment Theme</p>	<p>Yvette Ramos: Ingenieur Swiss Switzerland</p> <p>Assisted by:</p>	<ul style="list-style-type: none"> o To show that empowering women in engineering and technology and in leadership positions can facilitate relationships between governments, business and people by enhancing the contribution of the engineering dimension into discussions on policies and investment. o To develop and confirm the WFEO position on the new social challenges of participation and leadership of professional women in a sustainable way. o To offer support in mainstreaming the gender dimension in institutional bodies and in the engineering profession at large. o To foster peace, socioeconomic security and sustainable development among all countries of the world, through the promotion of women in engineering and technology. o To empower Women in Engineering and Technology and encourage equal opportunities for professional development and achievement in their profession and in the WFEO members organization. 	<ul style="list-style-type: none"> o Contribute and develop guidelines for policy makers so to actually mainstream gender in the technology and engineering fields at international, regional and local levels, o Concretize a Knowledge platform for women engineers in the world so to enhance the social, technical, environmental and economic modernization of our societies through well connected people and recognized role models and women engineers' achievements, o Contribute to the progress of engineering societies through empowerment of women engineers and boosting their leadership skills so they reach higher positions faster yet keeping a high level of commitment, competency and responsibility towards the society

<p>3 Engineering Strategic Indicators</p>	<p>Rosalind Ganendra: IEM Malaysia</p> <p>Assisted By:</p>	<ul style="list-style-type: none"> o To provide statistics on women engineers at university and within the profession, for member countries of WFEO; o To keep track of the evolution of the percentage and number of women engineers for member countries of WFEO; o To create incentives within member countries of WFEO to reach a women membership percentage of at least 30%, threshold at which gender representation can have an impact; o To provide women engineers with a tool to promote better practices to achieve gender equality with the engineering profession 	<ul style="list-style-type: none"> o To gather statistics on the number and percentage of women engineers enrolled in recognized engineering and technical university programs; o To promote a common method of gathering statistics on women engineers and technicians among WFEO member countries; o To gather statistics on the number and percentage of women engineers listed as members of professional engineering and technical organizations; o To provide statistics for member countries of WFEO to develop programs to increase the number of women engineers at all levels of the profession and to follow the trend over the years. o To work closely with UNESCO, and other similar organizations to promote a higher number of women engineers and technicians for a diversified and sustainable workforce worldwide
<p>4. UNESCO Relationship/ Theme</p>	<p>Chaired by WIE Chair</p>	<p>Increase relation with UNESCO on Gender issues viz: statistical data, empowerment programmes, focus on the SDGs selected to work in with special focus on Gender equality. Working presently on SDG 6</p>	<p>5 SDGs selected with all intentions enhancing the goal 5. To work with countries on the goals of critical needs</p>

7.1 Proposed Programmes for 2019 aligned to WIE Themes

The table is a proposed programme of activities for 2019. WIE selected to work on two themes in 2018, Water & Sanitation and Clean Energy. However due to inability to draw funds from donors, the committee focussed on Clean Water and Sanitation.

S/No	Activities	Q1	Q2	Q3	A4
1.	Finalization of proposed handbook for theme 1 on diversity and Inclusion (Theme1)	Q1			
2.	work with CECB and international organizations in organizing trainings on leadership, Mentoring and Management skills (Theme 2)				
3.	Revive collaboration with CEIT and seek sponsorship for the innovation Competition				
4	To get the SDG 6 Water & Sanitation project to other regions and kick start the clean energy activity				
5.	Celebrate Women in Engineering and Technology and also giving back to the society through engineering activities. e.g Use of clean energy by rural women. (All themes)				
6	Define criteria and develop the women engineers' statistics book working with UNESCO and other international agencies and WFEO (Theme 3)				
7	Continue production of newsletter				

8.0 Operations and Budget

8.1 Meetings

The WIE meetings will be a one day face –to-face meeting during the General Assembly or at the Convention. Team Leaders are expected to attend for progress reports. The WFEO has assisted in repositioning the WIE meetings to allow women Engineers participate in the activities of other Technical Committees.. One of the reasons for creating the standing committee is to increase the visibility of women in the WFEO. Therefore, the need to have women participate in their areas of expertise or interest. The Secretariat will also arrange online discussion from time to time.

Arrangement for meetings will be made by secretariat. Agenda and minutes of meeting will be circulated two weeks before the scheduled date of meeting to all members. Members with new issues for discussion will send such to Secretariat a week before meeting for proper time scheduling.

Assessment of activities will be twice in the year, midyear assessment and end of year assessment.

8.2. Newsletter

The e- newsletter team will be encouraged to produce them as agreed in France. The goal is to publish four newsletters a year. If there is need to adjust the number, the committee will review and decide. The newsletter will have reports from regions and the activities on the themes in our strategic plans, upcoming events on women and technology will not be left out.

8.3 WFEO WIE Page

The Secretary has the responsibility of compiling and transmitting documents/files for updating/uploading on the WIE page of the WFEO website

8.4 Membership

The secretariat will maintain a comprehensive list of members nominated by the WFEO member nations and international representatives.

8.5 Budget

The funds for travels and projected programmes will be sourced. The Nigerian Society of Engineers commits to ensuring that the secretariat is funded and functional. The Women in Engineering Committee will be budgeted for with fund allocation every year on the NSE annual budget. An office space will be allocated with basic office equipment. Allocation from WFEO will be used as agreed by the Chair/Secretary/Theme leads. Funds secured from external sources will be made known to WFEO as they will be project based. Please see attached breakdown of secretariat running expenses and travels for the Chair as appendix II.

The theme lead and assistant will be expected to source for funds to run expected programme with assistance from the secretariat.

8.6 Reporting

As expected from the STC, the annual and bi-annual written reports on the activities of the committee will be prepared by the chair and secretariat. The Chair will attend the WFEO Executive Council meeting as chair of the STC and Vice President of WFEO. Reports as expected will be presented.

9.0 Contact information

Questions or clarification on any issue from the submission may be directed to the proposed Chair or the Executive Secretary of the NSE

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