

Workshop Report

“ International Workshop of Strategic Planning for Women Engineers Empowerment and Leadership”

Location: conference Room 103 NGO bldg. UNESCO, Paris, France

Date: Dec 10th 2014

Time: 10:00 - 13:00

Session Chair : eng. Bashayer AlAwwad (WIE Chairwoman)

Eng. Bashayer AlAwwad opened the workshop session by greeting everyone and thanking all attendees for being at the workshop despite all struggles and lack of funding due the fact that most members are self sponsored.

Eng. Maryam Ali Althani suggested that WIE chairwoman sends “ Thank You” letters to all attendees with summary of activities conducted in these meetings to be documented for members hoping that such letter may help them to get sponsored in the future.

Attendees then were grouped according to previously assigned themes (see attachment No.1) they chose to participate in WIE committee meeting on Dec 8th 2014.

Theme (1)

Engineering Workforce Diversity

Members :

- Valerie Agberagba
- Marlene Kanga
- Rita Sarfoh
- Ma'ali AlYousufi
- Amena AlAwadhi

Theme (2)

Leadership and empowerment

Members :

- Margeret Oguntala
- Bodour Shihab
- Wafaa Baqer
- Fatema Jarkhi
- Huda Aldehaim

Theme (3)

Engineering Strategic Indicators

Members :

- Maryam Ali Althani
- Hanadi AlHay
- Bridget McDonald
- Ania Lopez

Theme 1: Engineering Work Force Diversity

- Challenges
 - ❖ Data needed for different regions
 - Work environment
 - government
 - private sector
 - Percentage of women engineers
 - Women engineering fields “major & specialization”
- Interest
 - Attract women engineers to practice engineering

- Data on organizational work practice compare with global best practice on diversity (e.g. BP International)
 - ❖ Cultural differences
 - Europe
 - Middle East & Asia
 - Africa
 - West
 - Fareast
- Mentoring women engineers to stay practice engineering by WIE
 - Launch mentoring programmes in Kuwait (march 2015)
 - Case studies of women who broke the glass
- Study UNESCO SDG sustainable development goals
 - Develop frame work for gender and equality

Theme 2: Empowerment and Leadership

- Challenges
 - ❖ Nature of the job
 - Equipment handling (physical)
 - Risks (Hazards)
 - Environment (site visits)
 - ❖ Family and social commitment
 - On call jobs
 - Maternity
 - Demand of spouse and children
 - Social acceptance
 - ❖ Lack of forcefulness
 - Support for one another
 - unity

❖ Acceptance

- Society for women leadership
- by male counterpart

❖ Other limitation

- opportunities
- Male-Female ratio in leadership positions
- Low involvement of women in the practise work force
- Unequal opportunities for women
 - Professional development
 - Achievement

✚ Advantages of women empowerment

- Government (Improve relationship)
- Investment
- Facilitate better decision making

GOALS

- 1- Identify & celebrate role models (WFEO outstanding women awards)
- 2- Encourage more family support
- 3- Need to see more united & forceful
- 4- Encourage the boosting of leadership skills
 - Training
 - Higher degrees especially in management
- 5- Aspire for higher positions

WE NEED TO WALK THE TALK

Theme 3: Engineering Strategic Indicators

- Objectives
 - Identify Research centre
 - Statistics – track growth
 - Incentives – gender
 - Studying Engineering
 - Professional work

- ❖ Education woman
- ❖ Financial support
- ❖ Grants, scholarship
- ❖ Equal salary
- ❖ Equal reporting / Media
- ❖ Board participation
- ❖ Government participation
- Health, family planning statistics and maternity

Eng. Marlene Kanga supported WIE themes and will gladly represent NWES for WIE future activities.

At the end of the session eng. Bashayer AlAwwad suggested that WIE shall start cooperating with other women supporting committee despite engineering profession because we all share the same goal which is empowering women.

Then she thanked all attendees and wished everyone happy new year and new goals to achieve.