



The WIE Committee is dedicated to fostering diversity and inclusion in engineering. It collaborates with WFEO members to empower women and under-represented groups through innovation and technology, supporting sustainable development and ensuring equitable participation across the profession, with a focus on leaving no one behind.

Enyonam Kpekpena,
Chair of WIE,
Ghana Institution of Engineering

The WFEO Committee on Women in Engineering (WIE) is a Policy Implementation Committee committed to advancing gender equality, diversity, and inclusion within the global engineering profession.

Between 2023 and 2025, the Committee has made significant strides through four strategic themes:

- *Engineering Workforce Capacity Building -Theme 1-* Aims to boost diversity and inclusion in the engineering talent pipeline.
- *Engineering Workforce Capacity Building -Theme 2-* Focuses on the retention and leadership advancement of female engineers.
- *Collection of Engineering Strategic Indicators -Theme 3-* Supports the collection and analysis of gender-disaggregated data to inform policies.
- *Partnerships for Sustainable Development Goals -Theme 4-* Emphasizes collaboration, particularly around SDG 5 (Gender Equality) and its connections with other SDGs.

Key achievements under these themes include the official establishment of the WFEO-WIE Secretariat in Ghana in January 2024, enhancing the Committee's coordination capacity. Eight strategic meetings have been held to guide implementation efforts, and new theme leads were appointed in March 2024.



Key members of the Women in Engineering Committee participated in the 2025 World Engineering Day main event in Paris



The WIE Committee supports SDG 5 through gender-focused initiatives and plans for a data system to track women in engineering.



For SDG 13, it championed gender-inclusive climate declarations, highlighting women's vulnerability, their vital role in climate action, and the need for greater female representation in technology and innovation.

The Committee has actively engaged stakeholders across the continent and globally. Notable collaborative engagements include participation in the 6th Annual Society of Women Engineers Liberia Conference and the Global Engineering Conference in Rwanda.

In February 2025, WIE hosted a joint webinar with the Zambia Women Engineers Society to mark the International Day for Women and Girls in Science, while in May 2025, WIE Malaysia co-organized the Global AI Symposium.

WIE maintained a strong public presence through webinars and events. Two Open Forum Webinars were hosted in May 2024 and May 2025, celebrating the 10th anniversary of International Women in Engineering Day (INWED). WIE delivered a plenary during the 2024 International Conference on Engineering and Technologies for Sustainable Development. The Committee also participated in the 2024 and 2025 UNESCO World Engineering Day (WED) celebrations and joined the WFEO delegation participating in the 10th UN STI Forum in New York, in May 2025.

The Committee took part in the 7th African Women Engineers Forum, supported the 4th FAEO-WIE Virtual STEAM Art Competition, and joined the GECO-WIE Committee Meeting. Eleven national institutions submitted country reports, and three newsletters (June 2024, December 2024 and May 2025) were published to share progress and strategies.

As of 2025, membership has grown from 72 to 82, representing all WFEO regions. Plans are in motion to engage the remaining 50 unrepresented WFEO member countries.

Key achievements

Between 2024 and 2025, the WFEO Women in Engineering (WIE) Committee developed comprehensive work plans, hosted two Open Forum and two INWED webinars, and published three newsletters.

The WIE Chair featured in high-level engagements during UNESCO's WED 2024 and 2025. In partnership with FAEO-WIE, the Committee organized the 4th Virtual STEAM Art Competition and the 7th African Women Engineers Forum, advancing regional collaboration and gender inclusion in engineering.

Going forward, WIE will:

- Finalize and publish a white paper on harmonizing engineering data collection;
- Implement its 2025 strategic plan and activities;
- Strengthen representation on all WFEO Committees and STCs;
- Partner with engineering institutions to deliver joint webinars and activities;
- Continue hosting strategic theme webinars and regional committee meetings.

The Committee's work is well aligned with the Sustainable Development Goals and demonstrates a sustained commitment to empowering women in engineering globally through collaboration, data-driven advocacy, and inclusive leadership.



Screencopy of the virtual WIE webinar – Open Forum, 22 May 2024

WIE The Committee on Women in Engineering

CEC Commonwealth Engineers' Council

MAIN HOST AND FOUNDER INWED
Dawn Bonfield, UK
INWED Founder, Commonwealth Engineers Council President, Royal Society Entrepreneur in Residence, King's College London, WFEO roles.

WFEO WIE WEBINAR TO CELEBRATE INTERNATIONAL WOMEN IN ENGINEERING DAY (INWED)

CO-HOST
Ing. Dr Enyomam Kpepena, Ghana
Chair, Women in Engineering Committee (WFEO) & President, Women in Engineering (WinE, Ghana), Manager/ ICT Project Delivery, Electricity Company of Ghana.

SPEAKER
Janet Zehnder, Peru
Chemical Engineer, MBA, Operations Manager, Tin Refinery. Pioneering Women's Empowerment in Engineering.

SPEAKER
Ir. Heng Lee Sun, Malaysia
Director, I&S Pro Construction Sdn. Bhd, Malaysia Empowering Women through Engineering Leadership and Advocacy.

SPEAKER
Ken Dunn, UK
Founder & Chairperson of Africa's Gift (charity), and Founder & Managing Director of Eternal Flame Worldwide Limited.

SPEAKER
Samukhele Mwase, Zambia
Clean Energy and Sustainability Specialist & Consultant Frankline Engineer LTD, Lusaka Zambia

Title:

The Lives of Women: Enhanced by Engineering

Friday. 21st June 2024

11:00AM - 12:15PM GMT

7:00AM - 8:15AM EST

Online (zoom)

Join our webinar to explore how diverse and inclusive engineering can enhance the lives of women and all people, featuring speakers dedicated to making a positive impact through technology and engineering.

Don't miss out on this important discussion! Click below to join

<https://shorturl.at/HK96C>

Banner of the virtual WIE webinar to celebrate 2024 International Women in Engineering Day (INWED) – "The Lives of Women: Enhanced by Engineering", 21 June 2024



The 7th Africa Women Engineers Forum took place during the 10th Africa Engineering Week in Luanda, Angola, September 2024