



Member's Newsletter

International Network of Women Engineers and Scientists
... *building a better future worldwide*

Issue 26 - March 2018

INWES Events

The 17th International Conference of Women Engineers and Scientists ICWES17



The International Conference of Women Engineers and Scientists, It has been our international flagship event since 1964, last year the 17th edition (ICWES17) was held on 5-7, October 2017 in New Delhi, India hosted by WISE-India.

This year nearly 300 participants, covering a wide spectrum audience participated. These attendees included planners and policy-makers, gender issues experts, industry partners, researchers, students and supporters coming from eighteen countries, covering five continents of the world. We enjoyed of livey seminars, workshops and panel discussions.

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Events

INWES Regional Conference & Annual Conference of Tunisian Association for Women Engineers
11 - 13 May 2018, Gammarth, Tunisia

InterNational Women in Engineering Day
23 June 2018

The 2nd International Conference of "Women in Science, Engineering and Technology"
17 - 19 July 2018, Kuala Lumpur, Malaysia

Asian Pacific Nations Network - APNN 2018 Annual Meeting
18 - 20 October 2018, Hanoi, Vietnam

UNESCO Forum in Science,
October, 2018

The 24th session of the Conference of the Parties (COP24) to the UNFCCC
3 to 14 December 2018, Katowice Poland

Contact

<http://www.inwes.org>

General Information

info@inwes.org
secretariat@inwes.org
communication@inwes.org

Sponsorship information:

Sylvia Kegel, INWES Treasurer
Email: treasurer@inwes.org

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@INWES_Engineers
@INWES_Global

INWES Europe - Update on concrete actions

Managing Intercultural and intergenerational issues with more equality?

Since the launch of the new regional network INWES-Europe much has happened and many activities have taken place.

The new network is proving to be a very effective way to engage with new people and new organizations across Europe, introducing them to INWES and inviting them to be part of our organization. We are not limiting our effort to our region, we are also keen to work with other regional networks to support cross-country growth in INWES.

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INWES President's message

Dear members of INWES,

I would like to deliver my warmest greetings to all of you as Past President of INWES.

As we started the year 2018, I would like to thank all of you for this wonderful experience as President of INWES. When I look back to the six years I have served as INWES President (2011 to 2017), it has been a big footprint in my life. With the support and participation of our friends within INWES from all over the world, I could keep moving forward over the six years.

We should all be proud to have taken our roles in the most active organization on this planet, INWES, with the belief that we can build a better future worldwide, through the full and effective participation of women and girls in all aspects of Science, Technology, Engineering and Mathematics (STEM).

We have held successful INWES conferences including ICWES16 (Los Angeles, USA, 2014) and ICWES17 (New Delhi, India, 2017) and four Regional meetings in New Delhi, India (2012), Nairobi, Kenya (2013), Kampala, Uganda (2015), and Munchen, Germany (2016).

We experienced an exceptional growth as organization by establishing several regional networks, under INWES umbrella. In addition to the founding in 2011 of our the first INWES regional network, Asia Pacific Nation Network (APNN), we have supported the establishment of two more regional networks, the African Regional Network (ARN) in 2014, and INWES Europe, regional network in 2015.

We have walked together a not always easy path, but undoubtedly, full of fruits thanks to your constant effort. Our history is full of significant milestones, making us feel happy and proud, pushing us to meet new organizations for women scientists and engineers from all over the world.

It was wonderful to see their efforts, members' consolidation and ideas for each INWES activity including ICWES, Regional Conference, and Regional Network Meetings. We have been so impressed with each organization playing a key role in each country through the activities of INWES.

We will continue to pursue the INWES activities as an NGO for another fifty years, now according to the changes to INWES by-laws made in line with the legislative changes in Canada in 2014. Having become an official NGO partner with UNESCO from 2007, we have played an active role, and as a recognition, UNESCO has supported many of our activities. Moreover, we have gained the consultative status with UN Economic and Social Council (ECOSOC) in 2017. I believe that we, at INWES, will extend our activities further and greatly to promote women in STEM via UN ECOSOC.

All of our activities were possible only because our collective experience, vision, wisdom, passion and energy, the "INWES spirit". I would like to especially thank Gail Mattson, Liette Vasseur, Roseni Dearden, Marlene Kanga, Joan Graf, Margaret Ajibode, Jung Sun Kim, and Sangeeta Wij who have served with me in the executive committee, and Aude Abena, Seong Ok Han, Sylvia Kegel, Ewa Okon-Horodyska, Yvette Ramos, Rufina DABO SARR, Kayoko Sugahara, Caroline Thoruwa, and Chia-Li Wu as board members. Sue Bird, Monique Moutaud, Yolanda George, Uduakobong Okon have always been great supporters without whom we could not have done what we have.

Moreover, my sincerest gratitude to all our INWES and regional network members for the effort and time they put into achieving the results over the past six years. I greatly appreciate the kind financial supports for our INWES activities from many international companies including Samsung and of many national governments all over the world.



Although my term as President has finished, as always, I look forward to everyone getting involved in as many upcoming INWES activities and meetings as possible. I hope that as organizations and as individuals, you will continue in your many efforts around the world to make things work for the betterment of women, for the STEM fields, and for society in general. INWES will, as always, try to support you.

The "*INWES spirit*" is all about building actions for a gender equal, sustainable, technological, inclusive society. We believe in the need for 'close networking', because we believe it is one of the best ways to build the 'collective wisdom' we need to make our world a more gender-equal place, and to improve the societies we live in. We believe that that collective wisdom is built by extending our horizons - maximizing diversity and openness. Above all, we believe in the power of sharing our experiences and ideas, our passion and energy, our time and our care for each other - learning from one another and empowering each other as women scientists and engineers.

Through our activities:

We hope this world becomes safer by being faithful to the basics.

We hope this world is more peaceful by pursuing collaboration rather than competition.

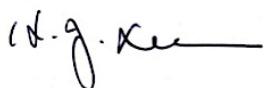
We hope this world is sustainable by producing new knowledge.

We hope this world is a gender equal place by straightening what is crooked.

And, we hope this world is rich enough to keep the next generation actively pursuing their dreams by sharing our resources.

The year 2018 is the Year of the dog – an animal that symbolizes loyalty and generosity - and with that thought, I wish you all a happy 2018. I would also like to express my hope that your year has begun filled with the same trust and loyalty to build a better future worldwide. I look forward to another good year where we can work together to make changes for a better world. As an old African saying tells us "When spider webs unite, they can tie up a lion", let's work together for INWES.

Sincerely,



Professor, Ewha Womans University, Korea.
Past President, INWES (2011-2014, 2014-2017)



INWES Events

The International Conference of Women Engineers and Scientists (ICWES17)

5th-7th October 2017 A report by Seema Singh, WISE-India



INWES Board of Directors



INWES Africa and India members



INWES - APNN members



INWES - Europe members

The ICWES17 was a great opportunity for all delegates to share the expertise from each other experiences and research findings. As the quality of discussion is the soul of any conference, one can say without a doubt that the three days were quite soulful. Besides "Women in the STEM", the presentations and discussions covered a broad spectrum of topics, aiming to cover two objectives: i). to design a scientific and technological roadmap of 'Vision 2025' to achieve sustainable and inclusive growth of the nation, and ii) to discuss the emerging technologies and their intervention as building capacity, empowerment, and economic growth.

"As the quality of discussion is the soul of any conference, one can say without a doubt that the three days were quite soulful." ICWES17

All the 38 keynote speakers presented emerging topics of global relevance & importance in their deliberations. This trend was a constant across all session, including the more technical sessions. Altogether 34 papers were presented, abording on issues across the globe.

Entrepreneurship got special attention during the conference. While paper presentations and discussions, exposed the importance of embracing entrepreneurship for Women in STEM, two workshops were organized on the same topic. The first one, presided by Dr. Neva Alexander, focused on the "International Entrepreneurship". The second workshop was on "Fund Development for Women in STEM organization", which was conducted by Professor Shobhana Narasimhan and Hon'ble President INWES, Ms. Gail Mattson.

Dr. Sarah Peers, INWES-Europe, WES-UK, conducted the "Leaky Pipeline – Returners and Transfers" workshop, where we learn a new perspective from the 'leaky pipeline' concept applied to women in STEM.

The "Wikipedia Edi-a-thon", which was organized by Wikipedia UK & India, conducted by Mr. Yohann Thomas and Mr. Abhinav Srivastava was a nice contribution to ICWES, where we could learn how to use Wikipedia platform to edit and share accurate information.

The Hon'ble Union Minister of Science and Technology, Environment, Forest, Climate Change and Earth Sciences, Dr. Harsh Vardhan, was invited to inaugurate the conference, as well as Prof. Ashutosh Sharma, Secretary to the Government of India, DST, and INWES Executive Committee members.



INWES - APNN, JNWES



INWES - APNN, TWIST

INWES - Europe, USA & Africa



INWES - Europe

INWES - Europe & WISE



INWES - WISE India members



INWES - Europe, Africa and APNN members

The 'Outstanding Woman Achiever Award in the field of Science and Technology' went to Dr. Tessy Thomas.

The 'Super Achiever Award for Excellence in Research' went to Dr. Anagha Sabnis and Dr. Balavari Srirang Karkare for 'Polymer & Paint Technology', and 'Civil & Structural Engineering' respectively. Ms. Radhika Markan has conferred the 'Outstanding Women Achiever in the Leadership Role'.

Dr. Anasuya Gupta was awarded for her work on women rights and entrepreneurship. The Vice-Chancellor of Amity University, NOIDA received the 'Institutional Award for Excellence in Gender Diversity and Inclusion Practice'.

The Department of Science and Technology, Delhi Technological University and many private organizations supported the event to make it a grand success. WISE-India expresses its gratitude to all the supporters.

Seema Singh for WISE, India

Vice-President for Education and Research, INWES



ICWES Inauguration speakers



INWES - Africa, India and Europe members



INWES Member News



"INWES welcomes new Board of Directors (2018-2020)"

INWES New Directors Board 2018-2020

Caroline Thoruwa, INWES Secretariat
(secretariat@inwes.org)

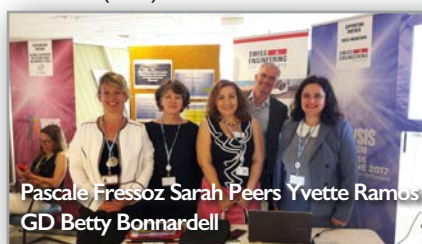
During the Annual General Meeting held during ICWES 17, a new Board of Directors for was elected. Gail Mattson, a former Vice President, is the new President of INWES (2018-2020). The outgoing President, Kong-joo Lee, who now holds the position of Past President in the Board, congratulated the new Board and expressed confidence that it would steer INWES towards achieving its vision.

The new Board is composed of eighteen members – A President, Past President, Deputy President, four Vice Presidents for Conferences, External Relations, Education & Research and Industry & Enterprise. Eleven Board members represent various regions and organizations around the world. Gail Mattson thanked the outgoing Board for the excellent work it had done to grow INWES by increasing regional networks and making INWES more vibrant. A new Board is elected every three years. For further details about this new working team, please visit to our website (www.inwes.org).

INWES-Europe at World Summit for Information Societies WSIS Forum 2017, Geneva

Pascale Fressoz, Dr. Sarah Peers, Eng. Yvette Ramos
(pascale email, sarah.peers@inwes.org, yvette.ramos@inwes.org)

INWES-Europe and partners were invited to take part in a workshop and panel being held as part of the WSIS Forum 2017, on 12-16 June at the ITU (UN) in Geneva.



This workshop was coordinated and chaired by Yvette Ramos, Secretary General of INWES-Europe and President of Swiss Engineering in Suisse Romande, a partner of the WSIS Forum.

"Women Engineers & Scientists in the digital economy and industry 4.0: take off your invisibility cloak. This is the 21st century!"

This WSIS workshop on bridging the gender divide in information and communication technologies (ICTs) on the 15th of June was dynamic, inspiring and collaborative. The

"Women Engineers & Scientists in the digital economy and industry 4.0: take off your invisibility cloak. This is the 21st century!" workshop highlighted the role of women in the digital industry and highlighted the importance of ICTs in contributing to the Sustainable Development Goals, SDGs (UN 2030 Agenda), N°5 and N°10 for equality and women empowerment, SDG N°4 for quality



education and SDG N°9 for fostering innovation. Overall, we reinforced the importance of the growing role of women for a more inclusive society for the achievement of the SDGs. Women make up 50% of the population. Without their participation in ICTs, the world will

not achieve the SDGs. The number of women taking part in ITCs is dropping although the digital economy is booming and the opportunities for jobs in the digital

world is growing. 70% of jobs in the developed countries requires ICT skills. In developing countries, ICT skills are highly valued; for example in Ghana, young people with ICT are five times more likely to find a job.

Yvette Ramos introduced the theme of the workshop. Dr Sarah Peers, of the UK's Women's Engineering Society and INWES-Europe gave the keynote speech, which gave the context for the gender divide in ICT and emphasised that action is required. This was followed by a panel discussion moderated by Pascale Fresso. The panel was composed a diverse range of high level women: Lorraine McDowell, Betty Bonnardel-Azzarelli, Dr. Salma Abbasi, Florence Coulin, who brought to the discussion a wide range of issues and solutions: the power of mentoring, the need to inspire, the unconscious bias, and the role of epigenetics.

Women engineers and scientists are still wearing the invisibility cloak. The panel discussion gave rise to a deep discussion with audience who raised visibility, technical and other issues: how to increase the visibility of innovations and supporting actions? How to make coding programmes more effective for girls? How do you influence national policy when ineffective? How to reinforce soft and technical skills for leadership?

The strengthening of the role of women in ICTs is a key strategic element to ensure the SDGs for 2030 are achieved. We call upon governments, NGOs, engineers and scientists to ensure women have equal access to ICTs across the world.

The Kenya National Commission for UNESCO hosted on 6th to 8th,

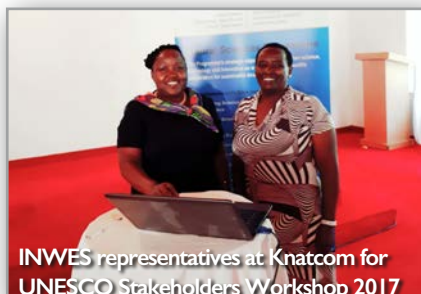
Knatcom for UNESCO Stakeholders Workshop on improving Women and Girls Participation in STI Governance, Kenya

Caroline Thoruwa, AWSE
(carolinethoruwa@yahoo.com)

December 2017 at Embu, Kenya. This stakeholders workshop focused on improving women and girls participation in STI Governance in Kenya.



The workshop brought together a representative cross section of researchers and scientists, to diagnose the current state of the sector and map the way forward.



TWIST - 2017 Last quarter activities report

Chia-Li Wu, TWiST Supervisor
(clwuster@gmail.com)

October was a busy month for TWiST in Taiwan. After return from India for ICWES17, TWiST & INWES members had been actively involved for "APEC Workshop on Promoting Women and Girls' Participation in STEM", which was held in Taipei and organized by Foundation for Women's Rights Promotion and Development from Oct. 24-27.



Immediately followed were "2017 International Conference on Gender in Science & Technology", "Joint

Symposium of Female Scholars in Chemistry and Physics" and "the Annual General Meeting of TWiST" from Oct 27-29.



The latter three activities were all held on the same location in Kaohsiung, a southern-western city in Taiwan. In TWiST Annual General Meeting, 12 new board members were elected, and Ms. Shun-Lien Sung was re-elected as TWiST President for her 2nd term from 2018-19.



INWES-APNN 2017 Yokohama, Japan

Kayoko Sugahara, JNWES President
(sugahara0@gmail.com)

On July 14, 2017 The 8th APNN (Asia Pacific Nation Network) conference was held in Yokohama, Japan hosted by Japan Network of Women Engineers and Scientists (JNWES). APNN conference has been held in Asian countries every year since the first meeting in Adelaide, Australia in 2011. This year more than 70 representatives of female engineers and scientists' organizations from 13 countries participated in vibrant discussions (Japan, Korea, Taiwan, Vietnam, Malaysia, New Zealand, Australia, Mongolia, India, Pakistan, Nepal, Bangladesh, Sri Lanka).

The meeting started with welcoming greetings by APNN Chairman Kayoko Sugawara (JNWES President), followed by Dr. Kong-Joo Lee, (INWES President at the time). Guest speaker, Keiko Takekawa, Director of the Cabinet Office for

Gender Equality Bureau, Japan talked about the current state of women in Japan and the position of female scientists and engineers in the world, addressing the Japanese government policies for women, while showing supporting data. Supprisingly, one presented fact is the proportion of female researchers in Japan was as very small as 15%. Japan Women Scientists' Association President Yukiko Kunugi announced the activities in Japan. One key point on the discussion was to devise various ways how APNN members can cooperate with each other's activities on the future.



Guest speaker Dr. Kong-Ju-Bock Lee, Professor from EWHA Women's University, Korea presented the annual survey's summary for women in STEM's situation across APNN countries. Since 2014, the survey has been conducted, compiling answers from over 500 female engineers and scientists across asian countries, including topics like gender barriers or glass ceiling.

At the end of the APNN program, the AGM (Annual General Meeting) it was announced next meeting will be held in Vietnam, Hanoi 2018. JNWES, has charied APNN from 2014 to 2017, and now passing the position to TWiST, Taiwan.

On July 15th, the Global Women in Science and Technology (GWST) was held with participation from APNN members, where they shared their experiences and answer questions from japanese girls at high school and college.

Industry 4.0 Festival at Dongseo University, Korea

Jung Sun Kim, KWSE
(jsk@dongseo.ac.kr)

The R-WeSET (Regional Center for Women Empowerment in Science, Engineering and Technology) at Dongseo University, Busan, Korea held a two day program for 158 high school girls, where they were exposed to topics like holography, drone and 3D printing technology.



One of the programs, led by Prof. Yong-Seok Ji Director of R-WeSET, was to learn the basic principles of holography which is the photographic recording of a light field. Students enjoyed making their own holograms with guidance from female engineering students in the Department of Mechatronics and the Division of Digital contents.



The R-WeSET has recently remodeled one of their labs into a female-friendly environment and

hopes to hold more programs next year.

Smart Sister Program at KWSE, Korea

Jung Sun Kim, KWSE
(jsk@dongseo.ac.kr)

The Smart Sister Program at KWSE provides networking opportunities for overseas women scientists and engineers residing in Korea, organizing various meetings during 2017.

In the Busan region, the 3rd meeting was held on November 17 where Prof. Helena Li, faculty member of Pusan National University, gave an overview of the education system in Canada. Graduate students from India, China, as well as Korea, shared information on what education is like in their respective countries.



The program was informative and helped the participants recognize differences which would help them to understand their international peers.

"Supprisingly, one presented fact is the proportion of female researchers in Japan was as very small as 15%." ... "One key point on the discussion was to devise various ways how APNN members can cooperate with each other's activities on the future."

With the world becoming more and more global and global mobility considered an advantage in career development, the Smart Sister Program is expected to continue on to meet the needs of the international community of women scientists and engineers in Korea.



INWES-Europe and delegates of the EPF Colloquium, Montpellier, France

INWES Europe has embarked in a series of events to promote our collaboration with regional organizations. For example, through WES in the UK, other countries with links to the Commonwealth may be able to tap into capacity building funding through the UK's Royal Academy of Engineering. INWES Europe is as well looking for other examples of potential for collaboration including Erasmus projects. In the meantime, and thanks to the energy of Yvette Ramos, INWES-Europe Secretary General, several wonderful meetings and conferences have been organised.

An **INWES-Europe Colloquium on “Coaching and Women Entrepreneurship: What’s New?”** was hosted by the EPF Ecole d'Ingenieurs in Montpellier, 10 June 2017. The colloquium was opened by our host Professor Liliane Dorveaux, and Karin Hills of EPF introduced two excellent speakers Monica Stavire, EMEA Channel Partner Enablement Services Director at DELL, and Christine DelaCroix, Technical Support Manager, also at DELL and Consultant, Galatee Conseil.

Many students from EPF took part in the discussions following the panel sessions **“Coaching in modern times: when Industry 4.0 is at the corner?”** and **“Managing Intercultural and intergenerational issues with more equality?”** moderated by our Secretary General and the key organiser of this event, Eng. Yvette Ramos, President of Swiss Engineering as well as our host Liliane Dorveaux, who is also regional representative of EllesBougent mentoring programme in France. The event was supported by EPF, EllesBougent, SwissEngineering, Femmes Ingenieurs, and the Women's Engineering Society (WES).

The colloquium followed an INWES-Europe Board Meeting on 9th June to which we welcomed by EPF Director M. Jean-Michel Nicolle, a supporter of INWES values. This meeting included workshops on projects, membership, communications and strategic planning. We welcome INWES members to join in supporting us with planning in all these areas for the Europe region. Please contact us through europe@inwes.net with expressions on interest.

INWES-Europe and partners were invited to take part in a workshop and panel being held as part of the WSIS Forum 2017 – Information and Knowledge Societies for Sustainable Development Goals, on 12-16 June at the ITU (UN) in Geneva. This workshop was coordinated and chaired by Yvette Ramos, Secretary General of INWES-Europe and President of Swiss Engineering in Suisse Romande, a partner of the WSIS Forum.

There is a separate report on the WSIS workshop **“Women Engineers & Scientists in the digital economy and industry 4.0: take off your invisibility cloak. This is the 21st century!”** on page 6 of this newsletter.

**“...industry 4.0. This is the 21st century!”,
“Managing Intercultural and intergenerational
issues with more equality?” ... (UN 2030 Agenda).**

Many of the INWES-Europe members were able to meet up at the inspirational ICWES17 in Delhi for informal discussions, in between presentations and talks by several of our members. But our 2nd Board Meeting and conference in Europe will be held in

Lisbon, Portugal, 9th-10th March. Professor Lidia Santiago, of the University of Lisbon will be hosting this event which is being held under the patronage of UNESCO.

The INWES-Board Executive Board meeting will be held the first day. On the next day, the INWES-Europe annual conference with the theme "Women engineers & scientists bringing concrete action to socio-economic impacts of Climate Change" will be followed by the first General Assembly of INWES-Europe.



INWES-Europe members at ICWES17. Left-to-right: Roseni Dearden (independent, UK), Sarah Peers (Women's Engineering Society - WES, UK), Lidia Zakowska (Cracow University of Technology, Poland), Yvette Ramos (Swiss Engineering, Switzerland), Liliane Dorveaux (EPF, France), Sylvia Kegel (dib, Germany)

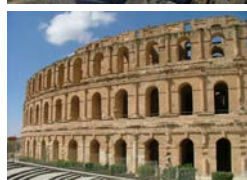
The agenda includes a keynote speech by Ana Santiago, Winer Women, Portugal, talks by Monique Moutard and Sylvia Kegel, followed by a panel session moderated by Yvette Ramos with Eng Cristina Machado from the WCCE - World Council of Civil Engineers- and member of the WFEO Women In Engineering Standing Committee, Portugal; Prof Liliane Dorveaux, Professor at EPF, Engineering School, France; Shima Sazegari, CEO and Founder, Swiss Alternative Medicine, Switzerland and Eng Betty Bonnardel, CEO and Founder AB5 Consulting, UK.

To join us at the conference in Lisbon, please contact Yvette Ramos, SG INWES-Europe yvette.ramos@inwes.org.

We would also like to give early warning of the our 3rd INWES-Europe Board Meeting to be held at the INWES Regional Conference 12th May in Tunisia being organised by ATFI, the first Tunisian women engineers association, in collaboration with INWES-Europe. Hold the date!

Dr Sarah Peers for INWES-Europe
Vice-President of WES-UK and Deputy President, INWES

For more information on INWES-Europe and to express an interest in volunteering in INWES-Europe committees and work, please contact europe@inwes.net. Follow us on Twitter @INWES_Europe and on Facebook, "like" and join in discussions on our open page INWES-Europe.



International Network of Women Engineers and Scientists

Invites you to our

2018 INWES Regional Conference & Annual Conference of the Tunisian Association of Women Engineers ATFI

Gammarth, Tunisia, 11th to 13th May, 2018
Carthage Thalasso Resort Hotel

***"Digital transformation – An opportunity for
women engineers and scientists"***

The Tunisian Association of Women Engineers
<http://atfi.org.tn/non-classe/conference-regionale-mena/>

Women Engineers as Entrepreneurs

by Dr. Seema Singh, Vice President Education & Research INWES

An entrepreneur assesses the demand, brings other three factors of production, land, labour and capital together for production, takes risk and ultimately, contributes in the country's Gross National Product. If the entrepreneur is an engineer, the contribution and impact can be even more. Recently, entrepreneurship has gained attention all over the world and it will be quite interesting and inspiring to witness the growth process of women engineer entrepreneur.

From this issue, a series on, **"Women Engineer Entrepreneur"** has been started to give a glimpse of her life and work. In this issue, enjoy and be inspired from the life sketch of **Ms. Sangeeta Wij** from India.

Why did I decide to be an entrepreneur ?

I graduated as a Civil Engineer in 1982 with Honours, and decided to work in the industry, not accepting to join the academic position so generously offered by my Almamater as I didn't feel cut out for teaching. I worked as a Deputy GM in a Public sector company, RITES, and learnt the best practices of structural analysis and designs, following Indian standards. This was a great learning period, during this period, I attended many workshops on Earthquake resistant design of structures which has become my passion now. I was perhaps the only woman engineer in the entire workforce and enjoyed this unique position, handling with aplomb many tender Committees, Sports and Welfare Committee and many others along with a regular design portfolio.



Sangeeta Wij, Eng.

However, in 1995, I felt the work was not challenging enough and getting monotonous and unexciting; I felt I could do much more, and also assist the team in getting more and better business. I felt the urge to design bigger and more complex and varied structures and thus began the search for a more perfect job. I landed a "dream job" of a Project Coordinator at USAID Delhi office, looking after disbursement of \$19 Million Grant to Sugar manufacturers, willing to turn Cogenerators of power and also towards Fly Ash Utilisation and efficiency improvement in Thermal Power Plants in India. I was thrilled but realised soon, that the structural engineer inside me wanted something entirely different than my current Coordinator's role.

At this stage, I felt to start my own Structural Engineering Consultancy firm and create a small and efficient team of people and give them best of training and best of logistics, in a loving and caring environment. The idea was to have a team who would work happily and produce their best professional output and I would nurture them as my own younger siblings! I was confident that I had a few friends in the industry and that they will help me get started with a real Project very soon. My husband, also an entrepreneur by then and marketing Computers and peripherals, offered some space in his office along with the few computers and printers, fax, phone etc. His support and this offer from him, meant the world to me, and helped me in deciding to turn an entrepreneur. Thus in 1996 began my journey of an Entrepreneur and perhaps, I was the first woman engineer with her very own structural engineering design practice in India.

Thus SDEC was born, and I hired my first cousin and a Civil Engineer, as my first team member. We created a small presentation and started meeting prospective Clients and old colleagues, spreading the word around that our firm was available for design sub contracts. Our first Project came, not surprisingly, from RITES and we moved on, hence to bigger

"... stop and take stock, and take a course correction"

..."You will see the sky is the limit"

and more varied profile covering Stadiums, airports, Schools, hospitals, train stations, Metro stations, townships, residential and commercial high-rise developments and so on. We worked with Government, Public Sector Undertakings and prestigious Private Clients and in eleven years, we built up a reasonably good team and a formidable list of completed projects and international collaborators as well. Just when things looked comfortable and cosy, we began experiencing a very high attrition. After getting trained, our team members started leaving for MNC and other Corporate jobs, forcing us to wonder how our logistics could be made better and salary packages more lucrative!

During this period, I was approached by another large Consultancy firm owner with an offer to purchase a stake in our firm. Their current business was in highways and bridges and was keen to forge a new relationship, thus elevating a

Proprietorship firm to a Private Limited venture, at a swank new corporate office in a posh locality of Delhi. However, all this, clubbed with expensive logistics and Corporate style perks and salary increments, created a bigger challenge for me. **I must ruefully admit, at this stage, that my husband asked me to stop and take stock, and take a course correction instead of working day and night, but I could never find time to do that.** We were working on really prestigious Projects but money was hard to come by, as recession had started to take its toll on our industry. We were not profitable the first three years, my partners decided to part ways. I was unable to find money, to be able to buy back my partner's shares, and thus had to quit my own firm.

At this point, one of our existing Clients, offered me a status quo, asking me to create a new Consulting outfit for him. He called this new firm Prime SDEC and I became its first employee and MD. We slowly expanded the Client List to include our past Clients in Pharma and developer segments. After a three year stint, I moved on to AECOM, for a Director Technical position, and handled tall high rise developments while leading a big team.

After nearly two years, AECOM top level experienced a big shake down and I was out again, looking for a job. At this juncture, me and my colleague of AECOM, Mr. Harvinder, my Associate Director, decided to give SDEC a fresh lease of life and started it again, as Partners. In the current format, however, we have exercised all due diligence, prepared sensible Business Plans, and undertake only Good Projects, with Good people and Good money. **We are currently engaged in exciting developments where we have been able to add value and it's professionally a very satisfying experience.**

So I must recommend entrepreneurship strongly, as it gives ample opportunity in terms of selecting Clients, Projects and flexibility of working hours. However, my advice would be

- i. *Create sensible and exhaustive business plan.*
- ii. *Carry out some research on the competition, your target market, and the anticipated returns or earnings within a planned period.*
- iii. *Add to this excellent marketing skills, a great dynamic website and a social media presence.*
- iv. **DO NOT FORGET TO TAKE STOCK every month on whether you are on your way to being profitable.**

You will see that sky is the limit.

#HiddenNoMore: Empowering Women Leaders in STEM | 48 women strong army

by Dr. Jessica Wade, Council member WES, UK

Every year, the U.S. State Department invites 5,000 international visitors to take part in the International Visitor Leadership Program (IVLP) – the best adventure you've never heard of. The Bureau of Educational and Cultural Affairs has been running IVLPs since the 1940s; taking participants across the United States to meet and chat with their professional counterparts.

Hidden Figures took the stories, struggles and success of NASA's African-American women (Katherine Johnson, Dorothy Vaughan and Mary Jackson) to the big screen. Throughout 2017 the movie was screened by U.S. embassies in over 100 countries; inspiring a new IVLP – #HiddenNoMore: Empowering Women Leaders in STEM. 50 embassies selected a participant for the program, who would travel the US meeting researchers, engineers and educators exploring ways to increase the participation of women and girls in science. Like all great science experiments, there was a plan (a 144-page plan to be precise) and objectives:

- Review the advancement of women in scientific research/ innovation across America
- Explore policies that champion women in STEM
- Provide networking opportunities in scientific academies, associations, universities and businesses
- Share best practise to recruit, train and develop women in STEM
- Examine public/ private partnerships accelerating learning from underrepresented groups





International Visitor Leadership Program (IVLP), USA
Dr. Jessica Wade, WES

The team spent a week in D.C., split into seven groups for four days (Louisville, Pensacola, Syracuse, Lincoln, Tulsa, Greensboro, Albuquerque), reunited in Chicago or Seattle, and travelled to L.A.

Lola Martinez Garcia is a Spanish cancer scientist currently working at the Spanish National Cancer Research Centre (CNIO). Lola "was inspired by my 47 travel companies do to change stereotypes and engage kids to get into STEM. I will try to create Wiki pages in Spanish to celebrate women in science so that Spanish kids out may stop thinking just on men when trying to picture such professions. We are collecting a list of women scientists that will kindly accept to

go to primary and secondary schools. I'd love to contribute together with my new 47 amazing female friends to initiatives that will help us to champion women to achieve gender equality in Europe and worldwide."

Penelope Fitzgerald coordinates the Biology office within the Department for Curriculum, Research, Innovation and Lifelong Learning at the Ministry for Education and Employment, Malta. The IVLP visit has given insight on the several subtle messages and implicit bias women receive both at schools and in the work place. She will be continuing popularizing STEM and increasing female student interest in pursuing STEM. Through discussions and debates, young girls will discover and recognise these implied messages that deter them from reaching their full potential in the workplace.

"Perhaps when the ageing patriarchy retire from leadership there will be space for women to take centre stage; or maybe our new scientific sisterhood will have to step-up to the challenge."

Irina Sthapit is an Electronics and Communication Engineer from Nepal, working as a coordinator designing learning experiences for middle school students. She teaches young minds how to make robots, coding, DIY antennas and many more. While (unfortunately) she cannot go to space, she explores space through her hobby of making DIY antennas. The highlight of the trip for Irina was learning about Imposter Syndrome. Back in Nepal, Irina is going to screen Hidden Figures and deliver an Imposter Syndrome workshop.

This article was written by Jess Wade, a postdoctoral researcher at Imperial College London and member of the Women's Engineering Society (WES) council member. For me, the stories of the other IVLP delegates have stayed in my mind – like Stepanka from the Czech Republic, who learnt English in five months to take part in the IVLP, or Waleska from Guatemala who works seven days a week to ensure she supports all her students. Sandra Cauffman, Deputy Director of NASA's Earth Science group, grew up in poverty in Costa Rica speaking no English. Encouraged by her step-father to leave everything and move to the U.S. for college, she worked two jobs alongside her Maths and Physics degree. She wasn't going to let not having a green card stop her from working at NASA, and after 26-years of employment for them has just landed a senior exec role. Bulgarian-born Dr Margarita Marinova was headhunted to lead the Mars Mission at Space X from her job at NASA. At university, she attended every space-related talk – and found her way to the top by relentlessly asking people for jobs that didn't exist.

There is no doubt that we fulfilled the five objectives defined by the State Department. We did not only network with organisations and individuals within the U.S. but between each other, building a 48-woman strong army of best friends. Perhaps when the ageing patriarchy retire from leadership there will be space for women to take centre stage; or maybe our new scientific sisterhood will have to step-up to the challenge.

For more information, please get in touch with Jess: jessica.wade@imperial.ac.uk or read the IVLP stories published by delegates:

UK: http://www3.imperial.ac.uk/newsandeventspggrp/imperialcollege/naturalsciences/newssummary/news_21-11-2017-12-0-39

Spain: <http://www.agenciasinc.es/Entrevistas/Las-mujeres-somos-la-mitad-de-la-poblacion-pero-no-llegamos-a-un-20-en-ciencia-y-tecnologia>
https://elpais.com/elpais/2017/11/08/ciencia/1510144109_902811.html

Chile: <http://www.australvaldivia.cl/impres/Sociedad/2017/10/20/494072/Divulgadora-cientifica-de-la-Uach-es-la-unica-chilena-que-participa-en-programa-de-liderazgo-en-Estados-Unidos/ciudad/>

Malaysia: <https://www.bfm.my/ayu-abdullah-the-mak-minah-project.html>

Activity Map: <http://hiddenomore.herokuapp.com>

ICWES Directors Board profiles

We would like to introduce, on this and subsequent editions of this newsletter, the new elected INWES Directors Board members (2018-2020). Our readers will appreciate a more intimate introduction of our board members, making them closer and accessible to all INWES members and women interested in our organization.



Yvette Ramos, MSci.Eng. – MBA **INWES Vice President, External Relations**

How did you become involved with INWES ?

I started being involved with INWES since 2003, as Director, representing FI - Femmes Ingénieurs - the French women Engineers association -, then I moved to Switzerland a few years later for professional reasons and had Swiss Engineering, the association of Engineers and Architects in Switzerland, become the Swiss organizational Member of INWES.

What did you do when you are not working ?

I am a feminist day and night and work together with my environment for more equality!! This is a principle of life for me and my family!

What is your vision for INWES future ?

I strongly believe that INWES has the great potential to federate all women in STEM around the world, from the Academic world and from the private sector. This applies of course to any organization that believes in the equality principles between women and men.

Professional career

With over 20 years industrial experience in Engineering and more recently the title of Expert to Technical agencies of the United Nations (ITU, WMO) and international consultant in Gender issues for the European Commission, Yvette has gained a lot of experience in the design and implementation of strategic plans for sustainable environments. With both Portuguese and French nationalities, she had the chance to manage and work with international teams, in the private and public sector. She is now Managing Director of an Intellectual Property Law firm based in Geneva since 2012.

Sylvia S. Kegel, Eng. **INWES Executive, Treasurer**

How did you become involved with INWES ?

It was ICWES14 in Lille, France, where the french organizers had invited WES, the UK Women Engineering Society and dib, the German association of women engineers, for support in preparation and co-organization. I then was part of the supporting team from dib, and I enjoyed the spirit of cooperation within an european team to organize a truly global event for and from Women in Engineering and Science.

What do you do when you are not working ?

laughs Actually, work I find fulfilling is something I find really difficult to stop with, whether it's for profit or not for profit. If I manage to take a chance though I'll be exploring the places I travel to - mainly for work :D - and enjoy culture, art, time with family and friends and people to meet, to network and again set up common projects with. I have to admit though, I don't find time for many things I might enjoy also: I'm a radio amateur, I play e-bass and sax, and I like biking and hiking.

What is your vision for INWES future ?

As I understand, INWES shall be a truly open, global, insiring and influential network that every woman in STEM field wants to join. We need to span the globe, and I'd like to emphasize: become globally operational, run regional and global projects and gain financial and ideational support by companies as well as institutions, on a global scale. I'll be happy about every support our members can contribute to support actively.



Rokhaya Solange, NDIR

INWES Board member, Communications Committee



How did you become involved with INWES ?

I joined the network thanks to a working relationship Rufina DABO and I was immediately seduced by of the mission that is set by INWES : advance education in the fields of STEM and to expand the reach of INWES through funding of special projects. I'm passionate by education in STEM.

What do you do when you are not working ?

In addition to my professional activities, I have a personal co-mmitment to the advancement of women through associations. I am active on next organizations.

- Vice-president of FESTIC: association of Senegalese women in the ICT sector.
- I am a founder of "I consume Made In Senegal" which aims to participate in the promotion of "Senegalese know-how".
- President of "SOS Langue de Barbarie" which has set itself the mission of preserving the environment of this unique site in the world: the Barbary language located in Saint Louis of Senegal.

What is your vision for INWES future ?

Become the main network of women in STEM in the world and an incourtournable stakeholder in the field. a reference in the field of sciences.

Professional career

Native of Saint Louis, married and mother of 4 children. Head of Digital Ecosystem Relations at Sonatel, Rokhaya Solange NDIR is leading a team of project managers to help make Sonatel a major player in the implementation of the Senegalese digital plan of 2025 and a preferred partner Start ups , incubators, enhabers ...She is a graduate of the Ecole des Hautes Etudes Internationales in Paris and the ISM of Dakar.



Undram Chinbat, D.Econ, Professor

INWES Board Member, Nominations Committee

How did you become involved with INWES ?

Since joining the National University of Mongolia in 2010, I have always been actively involved to empower women to pursue their dreams in the academic world. Eventually, my engagements made me familiar within the Mongolian community of women scientists. Hence, the founder of WSTEM, Dr.Ariunbolor Purvee asked me to join for establishing of WSTEM Mongolia, and work as a team with her for the values of INWES. When I learned about INWES and its' values and goals, I instantly felt like I found the people who shares the same dreams as me. I felt stronger and understood by international, successful, and powerful women in STEM. Thus I decided to become a member and work for WSTEM and INWES. When I was the organizing co-chair of the APNN 2015, I met INWES President Kong-Joo Lee and the Board Members and

became more familiar with the endeavors of INWES and the strong team behind them. Since then I was inspired to be more involved with INWES activities and learn more from the team. Fortunately in 2017, the founder of WSTEM Mongolia asked me if I would like to try to become a board member of INWES. I said yes, without a hesitation, because I wanted to serve for the values of INWES and learn from the international strong women in the INWES board. I am very happy that INWES gave me an opportunity to be part of their governing team.

What do you do when you are not working ?

When I am not working, the most important job that I have is as a mother of my two children and a partner of my husband. Me and my husband try to educate our children to become a responsible person for the society who knows how to distinguish right from wrong. Furthermore, I work with several NGOs that support promoting science to children. One of the big projects we are working on is to make awareness to the Mongolian government the importance of

building Science and Technology Museum for children. We believe that by building this kind of museum, we can promote science to children from young age and hopefully encourage them to understand and have passion for science which will support their choice of profession in the future.

What is your vision for INWES future ?

I hope that we can make more public awareness that women scientists and engineers should have equal opportunity in the professional world and have a voice on the critical issues of the world. Furthermore, I hope all the INWES members could execute a joint world project that concerns our values.

Professional career

Undram Chinbat has gained her Doctoral degree in Economics from the Graduate School of Economics, Nagoya University in Japan. She is working for the National University of Mongolia since 2010 in various positions such as a Professor and Head of the Management Faculty (2010-2013), Director of the Academic Affairs Department (2013-2017), Vice President for Administration and Domestic Affairs (2017-Present).

Her research interests are competitiveness, strategic management and innovation. She has more than twenty research publications in international peer-reviewed academic journals. Three of the articles were published in the Web of Science. She has co-authored an open access book titled "Risk Management" with researchers from all over the world, which was published by InTech LLC, Australia. Furthermore, by the request of Simio LLC, USA, she translated a book titled "Simulation modeling with SIMIO: Workbook" by Joines, J.A. and Roberts, S.D. into Mongolian language with colleague Prof. Tsevelmaa Khyargas. Besides her work, she is a Program Coordinator in Mongolia of the Institute of Microeconomics of Competitiveness, Harvard Business School. She is a founder of Undram Chinbat Development Foundation, board member of INWES and WSTEM Mongolia, member of Business Council of Mongolia and Economic club of Ulaanbaatar.

Chia-Li Wu, Professor Emeritus INWES Board member, Asia Pacific Liaison, APNN Chair

How did you become involved with INWES ?

In 2011, I attended the 15th ICWES Conference in Adelaide, Australia, and was invited to join the founding of APNN by KWSE. I joined INWES as an individual member right on the Conference spot. On return to Taiwan, I then pushed the formation of an organization of women scientists and engineers more actively, and TWiST was finally founded near the end of 2011. TWiST joined INWES as an organizational member in 2012. Since then, I participated every APNN Meeting each year and the following two ICWES Conferences as well as several INWES Regional Conferences.



What do you do when you are not working ?

I retired in 2012. A few years before my retirement, I already decided to slow down from my phytochemical research, and devoted more time to gender equal activities. After retirement, several gender projects have kept me busy for certain years. The past year I felt much released from many promised works, although at least one third of my time is still involved with gender-related meetings and activities. Another one third time is spending with family members, such as occasionally taking care of grand kids.

What is your vision for INWES future ?

- Attracts more women scientific groups to join.
- Regional and international women scientific NGOs network and collaborate more closely.
- Member NGOs of INWES incorporate more considerations of sex and gender into research.
- Develop good gender and science policies for UN member countries.

Professional career

Chair, Dept. of Chemistry, Tamkang University, Taiwan 1986-1988, 2009-2011

Minister without Portfolio, Examination Yuan 2002-2008

Professor of Chemistry, Emeritus, Tamkang University 2012-

President, the Society of Taiwan Women in Science and Technology (TWiST) 2012-2016

Committee Member, Committee of Women's Right Promotion of Taipei City 2016-2019

Jung Sun Kim, Vice-President & Professor INWES Vice President Conferences



How did you become involved with INWES ?

I started getting involved with INWES as a volunteer in 2003 when the interim board members of INWES gathered in Daejeon, Korea. At that time, Myung Hee Jung was one of the interim board members representing KWSE. It was a wonderful meeting of women in STEM from different countries who share similar values and concerns. My involvement with INWES continued since and as a member of KWSE, I served in the organizing committee of ICWES13 which was held in Seoul, Korea in 2005. Since 2003 I have attended board meetings of INWES as a guest and volunteer, and as a board member from 2011 to 2014 representing Dongseo University. The role as Secretary General from 2012 to 2014 was one of the most challenging but meaningful and rewarding experience for me. This encourages me to be in the board again in 2017. As Vice President Conferences for the next three years, I look forward to build lasting friendships, working together for making the world a better place through our activities with women in STEM.

What do you do when you are not working ?

I usually stay with my family. I enjoy cooking, chatting or shopping with my children. Since I am busy on weekdays, I try to spend quality time on weekends with them. I also allocate time for INWES or KWSE activities and if I have spare time (which I do not have much these days) I communicate with friends via SNS.

What is your vision for INWES future ?

In the long run (and I hope, not too long), INWES will become INES (International Network of Engineers and Scientists) where women are no longer the minority and there is gender equality. However, for this goal to be reached, there is still much to do. For the near future, my vision of INWES is to empower women in STEM and encourage "girls who dream on becoming scientists and engineers" through global networking. As women engineers and scientists, our activities must be rational, logical and systematic, in addition to being compassionate and caring. For the past 12 years since INWES was established and for over 50 years since ICWES started, INWES has assisted the formation of new organizations of women in STEM in Asia, Africa and Europe. This endeavor should continue until we reach girls and women in all corners of the globe.

Professional career

I am currently Vice President and Professor at Dongseo University in Busan, Korea. I have served as Dean of the Human Resources and Evaluation Office and Chair of the Division of Health Sciences. From 2009 to 2011, Director of the Regional Center for Supporting Women in STEM (BIS-WIST & WISSET).



Leong Wai Yie, Ir Professor INWES Board Member, Membership Committee Chair

How did you become involved with INWES ?

I got involved with INWES because newsletter, conference and forum.

What do you do when you are not working ?

I am involved in martial arts practices to prepare myself for international championship.

What is your vision for INWES future ?

I want INWES to become more influential, providing an excellent platform for women to grow and shine in STEM.

Professional career

Wai Yie received her PhD in Electrical Engineering (Hons I) from The University of Queensland (UQ), Brisbane, Australia in 2005. She is currently EXCOMM Member, Council Member of the Institution of Engineers Malaysia and Immediate Chairman of Women Engineers Section, Malaysia. Honorary Secretary of Women Engineers, The ASEAN Federation of Engineering Organisations (WEAFEO), the only lady Vice Chairman of The Institution of Engineering and Technology (Malaysia Local Network) and Committee Member of World Federation of Engineering Organisation (Women in Engineering Committee).



Sarah Peers, BSc MSc PhD INWES Deputy President

How did you become involved with INWES ?

The Women's Engineering Society in the UK is a founder member of INWES. I was very aware of other WES members such as Sue Bird getting very involved in INWES activities. My WES colleagues Roseni Dearden, who has just stepped down from the INWES Board, told me that I must get involved! And I did! I attended a meeting in London on the formation of INWES-Europe and then went to the wonderful INWES regional conference at Freising, Germany organized by DIB. I met wonderful women: brown and white, young and old, from across the world and I wanted then to help shape the future for this network.

What did you do when you are not working ?

I have a large garden: but we garden for wildlife. So there are many weeds, lots of trees, rough patches of land and piles of dead leaves for small animals and birds like shrews, hedgehogs and owls. We also like old and retro 20th century furniture and things now known as "mid-century design". After years of collecting too many things, we now have a vintage stall at a large antiques and salvage yard and we sell things there.

I spend a lot of time looking for interesting things and then cleaning or repairing them, so this hobby does not make any money at all, but it is fun. I also do a lot of walking. The countryside around where I live in the north of England is very beautiful, although cold and wet.

What is your vision for INWES future ?

We have much to learn from each other. Each country and culture and each discipline or sector has different issues when it comes to gender diversity and participation in engineering, technology and the sciences. But there are also lots of similarities. INWES provides a wonderful forum in which to share solutions as well as problems. Let's make this a forum for communication and collaboration across countries.

We need to make INWES stronger and with greater reach. We need to include companies as well as larger NGOs: any organisation that has a major impact on how women can take part in science & engineering needs to feel that INWES is relevant. I was very impressed to see men being part of the team in India in creating WISE and organising ICWES17. At WES we have run a successful campaign called #MenAsAllies. We know there is an appetite from men to show that they want their daughters, sisters, wives, female colleagues to have the same opportunities as themselves. Let's work with men.

Let's work with companies and businesses. Let's make INWES the network of all networks.

Professional career

Sarah is also Vice President of the Women's Engineering Society (WES) in the UK. There she has been leading on the communications strategy and is also Chair of the WES Centenary 2019. She is a Fellow of the RSA (Royal Society of the Art, Manufactures and Commerce), a member of the Institute of Innovation & Knowledge Exchange and of the Institution of Engineering and Technology.

Her background is mathematics: a degree from University College London (UCL) followed by a masters, and much more recently a postgraduate qualification for secondary school maths teaching. Her PhD is in mechanical engineering from UCL, where as a lecturer she also engaged in international technology transfer. As part of major European projects, she led development of reliability- and AI-based decision support systems for planning maintenance of offshore structures. Sarah has 15 years of teaching experience at higher and further education levels with associated outreach.

She is currently an advisor/director at the Institute of Innovation & Knowledge Exchange supporting vocational STEM education and a lead on the STEM Assured accreditation scheme. She has set up an independent consultancy Peers&Peers providing support on STEM skills including gender issues, internationally and locally. She lives in Cumbria in the north of England and there she recently led a proposal for an industry and energy festival using STEAM (STEM + the arts) to engage and highlight Cumbria's global contribution to energy. She is on the Board of the local technical college and on the board of external examiners of two universities. Her current focus is on innovation skills for engineers and technologists.

Upcoming events

INWES Eurpe 3rd Executive Board Meeting and 1st General Assembly and Annual Conference

9-10 March 2018, Lisbon, Portugal (hosted by Portuguese Engineers Association)

<http://www.inwes.org/europe/>

WSIS Forum 2018 Workshop by INWES

18 March 2018, 14:30 - 16:15 hrs, room Popov 2, International Telecommunications Union - Place des Nations, 1202 Genève, Suisse (hosted by WES & Swiss Engineering)

<http://www.inwes.org/> & <http://www.wsis.org/forum>

INWES Regional Conference & Annual Conference of Tunisian Association fo Women Engineers

11 - 13 May 2018, Gammarth, Tunisia (hosted by The Tunisian Association of Women Engineers - ATFI)

<http://www.inwes.org/2018-inwes-regional-conference-annual-conference-of-tunisian-association-of-women-engineers-atfi-may-11th-to-13th/>

InterNational Women in Engineering Day

23 June 2018, Twitter: @INWED1919 #RaisingTheBar

Where: Everywhere! Go to the website for resources, ideas to celebrate, news, to register events:

<http://www.inwed.org.uk/>

The 2nd International Conference of "Women in Science, Engineering and Technology"

17 - 19 July 2018, Kuala Lumpur, Malaysia (Hosted by IEM Malaysia, Women Engineers section)

<https://wisetmyiem.wordpress.com/>

Asia Pacific Nation Network - APNN 2018 Annual Meeting

18 - 20 October 2018, Hanoi, Vietnam (hosted by Vietnamese Association for Intellectual Women)

<http://www.inwes.org>

The 24th session fo the Conference of the Parties (COP24) to the UNFCCC

3 to 14 December 2018, Katowice Poland (hosted by UN)

<http://www.cop24.katowice.eu/>

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The Association of
Korean Woman Scientists & Engineers



INWES Regional Networks

African Regional Network (ARN)

L'Association des Femmes Ingenieurs et Scientifiques au Cameroun – AFISC (Cameroon)
African Women in Science and Engineering - AWSE (Kenya)
Organization for Promoting African Girls in Engineering, Science Technology Education - OPAGESTE (Nigeria)
L'Association des Femmes pour la promotion des Sciences et de la Technologie au Senegal – AFSTECH (Senegal)

Asia Pacific Nations Network (APNN)

Engineers Australia National Committee for Women in Engineering (Australia)
Women in Engineering and Science - WiES (Bangladesh)
Women in Science and Engineering - WISE India (India)
Japan network of Women Engineers and Scientists - JNWES (Japan)
The Association of Korean Woman Scientists and Engineers - KWSE (Korea)
Institute of Engineers Malaysia, Women Engineer section - IEM WE (Malaysia)
Women in Science, Technology, Engineering and Mathematics - WSTEM (Mongolia)
Women in Science and Engineering in Nepal - WISE Nepal (Nepal)
Institution of Professional Engineers New Zealand - IPENZ, Women in Engineering programme (New Zealand)
Women in Engineering, Science & Technology, Pakistan - WESTIP (Pakistan)
Women in Science and Engineering Sri Lanka - WISE SL (Sri Lanka)
The Society of Taiwan Women in Science and Technology - TWiST (Taiwan)
Vietnam Association for Intellectual Women - VAFIW (Vietnam)

INWES Europe

Women's Engineering Society – WES (UK)
Swiss Engineering (Switzerland)
German Association of Women Engineers – DIB (Germany)
Individual INWES members (former and present INWES board directors from France and Poland)

About INWES

I. Executive Officers (2018-2020)

President: Gail G. Mattson

American Association for the Advancement of Science – AAAS (USA)

Past President: Kong-Joo Lee

(Korea)

Deputy President: Sarah Peers

Women's Engineering Society – WES (UK)

Secretary General: Caroline Thoruwa

African Women in Science and Engineering – AWSE (Kenya)

Treasurer: Sylvia S. Kegel

German Association of Women Engineers – DIB (Germany)

Vice President, Industry and Enterprise: Liliane Dorveaux

EPF School of Engineering (France)

Vice President, External Relations: Yvette Ramos

Swiss Engineering (Switzerland)

Vice President, Conferences: Jung Sun Kim

Dongseo University (Korea)

Vice President, Educational and Research: Seema Singh

Women in Science and Engineering India -WISE (India)

II. Board Directors (2018-2020)

Education & Research Committee: Aude Abena

Association des Femmes Ingenieurs et Scientifiques au Cameroun – AFISC (Cameroon)

Nominations Committee: Undram Chinbat

Women in Science, Technology, Engineering and Mathematics in Mongolia – WSTEM (Mongolia)

ICWESI8 Chair & Conference Committee Member: Georgia Kremmyda

University of Warwick (UK)

Chair, Membership Committee: Wai Yie Leong

The Institution of Engineers, Malaysia – IEM (Malaysia)

Chair, Communications Committee: Aguri Nakano

Japan Network of Women Engineers and Scientists – JNWES (Japan)

Chair, Fund Development Committee: Haryoung Poo

The Association of Korean Woman Scientists and Engineers – KWSE (Korea)

INWES-ERI Liaison, Education & Research Committee: Uduakobong Aniebiat Okon

Organization for Promoting African Girls in Engineering, Science Technology Education – OPAGESTE (Nigeria)

Communications Committee: Rokhaya Solange

L'Association des Femmes pour la promotion des Sciences et de la Technologie au Senegal – AFSTECH (Senegal)

Asia Pacific Liaison, APNN Chair: Chia-Li Wu

The Society of Taiwan Women in Science and Technology – TWiST (Taiwan)

INWES Member's Newsletter

Deadline for Issue No. 27: **1st of June, 2018**

Contact: Aguri Nakano, Communication & Newsletter Committee

Email: communication@inwes.org

<http://www.inwes.org>

General Information

info@inwes.org

secretariat@inwes.org

communication@inwes.org

Sponsorship information:

Sylvia Kegel, INWES Treasurer

Email: treasurer@inwes.org

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Editing: Aguri Nakano

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