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EDITO by Elisabetta Venezia, Secretary General WOMENVAI



Dear members, sponsors, partners and friends around the world

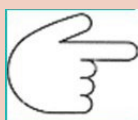
Womenvai has been extremely active in recent times on gender issues. It has promoted and encouraged the presence of women, particularly in STEM, in numerous circumstances. Womenvai's presence in Zambia last June, on the occasion of INWED, for example was extremely significant with training activities aimed at the younger segment of the population on equity and equality. Further, Womenvai has been present at UNFCCC SB60 in Bonn with its delegates to discuss concretely the gender issues perspectives. These are themes also relaunched by the World Bank last month in the WB Group Strategy 2024-2030 «Accelerate Gender equality to end poverty in a livable planet». There is stated that gender equality for all people is a matter of fairness and justice. It is important to implement actions in order to reach such results. How it is possible to address policies in this direction? In its conceptual framework, the WB's strategy identifies innovation, financing and collective action as drivers of change toward gender equity. Here are summarized the objectives of the World Bank Gender Strategy to which all States should be aligned in order to progress in ending all forms of gender-based violence and for reaching a stronger and more resilient human capital. It is up to each of us to follow these pathways to obtain an immediate turnaround and direct the use of equality and equity policies implementation tools in the direction outlined by the World Bank Group.

FIGURE 1: STRATEGIC OBJECTIVES AND OUTCOMES OF THE 2024-2030 GENDER STRATEGY



Source: The WB Group Strategy 2024-2030 «Accelerate Gender equality to end poverty in a livable planet» (2024)

SCAN HERE TO JOIN AS A MEMBER



Portraits of Women who run the Marathon

Geneva-May 2024

Sandra Baldinho, Switzerland:

Sandra, currently a regional supply planning leader in an industrial company, began her studies in chemistry at university and later pursued process engineering. Her career path has always been guided by her teacher's advice: 'Do what you like!' This philosophy continues to drive her. In her current role, she enjoys close interactions with her team and integration with other functions, thanks to their central position in the process. This role offers a blend of intellectual challenges, problem-solving, and teamwork, which motivates her every day. «Being part of this team to run together for a marathon in Geneva has been a fantastic experience. It was a challenge for myself, it was a great moment of exchange with the team and a lot of emotion when finishing all together !»



Marion Rosa, Switzerland:

After earning a master's degree in law from the University of Paris 1 Panthéon-Sorbonne, Marion joined the Ecole Nationale de la Magistrature. She worked for several years as a judge and then as a deputy prosecutor. Later, she moved to Switzerland and completed another master's degree in law at the University of Geneva. Since January 2022, she has been working as a lawyer and project manager in the fight against domestic violence at the Office for Equality between Women and Men of the Canton of Vaud. Justice and respect for rights have always been important to Marion. Her professional experience sparked her interest in women's rights, particularly domestic violence, which disproportionately affects women. Although there have been significant developments and changes in attitudes in recent decades, continued progress requires raising awareness and educating younger generations.

"I really enjoyed being involved in this collective race for the benefit of Womenvai. It's a great opportunity to promote the association during a major sporting and festive event."



Elisabeth Barros-Maurel, France:

Elisabeth holds a PhD and MSc in fluid mechanics from Pierre and Marie Curie University and currently works at the National Hydraulic Laboratory of EDF (Electricité de France). She oversees the monitoring of around thirty different hydraulic structures, produces numerous monitoring reports, safety reviews, and dam diagnoses, and manages large instrumentation installation projects. After several years of studying and working on electrical networks, she joined EDF-DTG in 2009, EDF's engineering center responsible for expertise, monitoring, and diagnosis of Nuclear, Thermal, and Hydro power plants. She has been leading the business development of EDF-DTG's Engineering services for international clients. Since 2023, she has returned to her technical expertise in dam monitoring, focusing on international projects in countries like Mozambique, Brazil, and Togo. Fully committed to the community of professionals dedicated to dam safety, she also advocates for the inclusion of women in technical professions. Beyond her technical interests, she is motivated by the sharing and discovery of different cultures.

"I had the opportunity to take part in the Geneva Marathon relay with the Womenvai team. This new experience was fantastic, as it not only added to the joy of achieving a personal challenge but also brought a collective dimension. The team, initially unfamiliar with each other, naturally developed a strong cohesion, demonstrating once again that together, we can achieve great things."



Olympic Games : lets celebrate Sorority, Freedom and Equality!



Kimia Yousofi is an Afghan female sprinter aged 28 who has represented Afghanistan in multiple Olympic Games. At the Paris 2024 Olympics, she competed in the women's 100-meter event. This marked her third Olympic appearance. Despite finishing last in her heat, Yousofi's participation was highly symbolic, representing Afghan women and advocating for their rights amidst the Taliban's oppressive regime. Living in Australia since 2022, she continues to inspire by highlighting the struggles and aspirations of Afghan women through her athletic endeavors.

WOMENVAI ACTIVITIES APRIL-MAY-JUNE 2024





The Committee on
Women in Engineering

WOMEN IN ENGINEERING COMMITTEE, WORLD FEDERATION OF
ENGINEERING ORGANIZATIONS

OPEN FORUM



Eng. Yvette Ramos, MBA
Master of Ceremonies

Ing. Dr Enyonam Kpekpena
Chair of WIE-WFEO

Wai Yie
Master of Ceremonies

22nd MAY 2024 | 14:30 to 15:30 HRS | ONLINE WEBINAR

Register here: shorturl.at/knuK4
For more info visit our website: www.wfeo.org

- **Geneva, Switzerland** Marathon with Swiss Engineering Geneva chapter 5 May (see pages 2&3)
- **Open Forum** with the World Federation of Engineering Organisations WFEO - 22 May
- **Washington DC, USA**, workshop for CIF Observers - Climate Investment Fund, with CIF CEO Tariye Gbadegesin - 5to7 June
- **Bonn, Germany**, UNFCCC SB60 Climate talks with intern Mila and Dalia (WCG- Women Major Group) and Adriana (GCA - Global Center for Adaptation) - 9&10 June
- **Benin, Cotonou**, Week of Ecology with intern Mila at the Gnidehou Foundation - 12-15 June



WOMENVAI present at international events-WSIS+20 Forum : World Summit of Information Technology

At the occasion of the **WSIS+20 Forum High-Level** held 27-31 May 2024 in Geneva, Switzerland in Geneva, WOMENVAI moderated a session on «Implementing Adaptive Governance and Sustainability to Boost Gender Equality at the Nexus of Technology and Innovation in Research and Development» which highlighted key challenges such as structural barriers and persistent gender gaps in STEM, underrepresentation of women and girls in STEM, including AI. Solutions brought by the panellists discussed gender and AI legislation to promote equality and transparency, integration of gender equality into technological advancements and adoption of flexible, continuous learning approaches to maintain relevant policies.

Emerging trends raised the various issues:

- Digital convergence requiring collaborative approaches.
- AI and Machine learning enhancing digital learning but lacking gender equality considerations.
- Opportunities to use ICTs for achieving the 2030 Agenda.

Tangible outcomes focused on tools delivered by WOMENVAI to the society, such as the «Génération IA» toolkit by EPF School of Engineers (France), the WOMENVAI Academy's workshops for women entrepreneurs in ICTs and the KIDSVAI initiative to deconstruct gender stereotypes in technical professions for youth. The actionable plan proposed by WOMENVAI stakeholders at the occasion of the WSIS+20 encompasses various objectives :

- Promote advocacy and awareness to remove gender bias in STEM.
- Deploy capacity-building initiatives for women and girls in STEM.
- Ensure legal frameworks incorporate and implement gender equality issues.
- Integrate green ICT and sustainable practices to combat climate change and foster gender equality.



WSIS+20 FORUM
HIGH-LEVEL EVENT 2024

Implementing Adaptive Governance
and Sustainability to Boost Gender
Equality at the Nexus of Technology and
Innovation in Research and Development



WSIS+20 FORUM
HIGH-LEVEL EVENT

27-31 May 2024
Geneva, Switzerland

30 may 2024 at 15:00-15:45 CET
At the ITU HQ, Geneva, Switzerland

Yvette Ramos, President WOMENVAI, University of Lisbon FR-PT | Elisabetta Venezia,
University of Bari, IT | Katayoun Formica Iran-CH | Guillaume Pahud Swiss Engineering
CH | Miriam Zallocco UCL UK | Sébastien Dors & Rodrigue Hoarau EPF Engineers FR |



WOMENVAI present at international events-UNECE

8-9 July and Cotonou, Benin: The Ecology Week - 12-15 June 2024



UNECE SUSTAINABLE DEVELOPMENT

GOALS

The UNECE seminar on well-being measurement, held at the United Nations in Geneva on 8-9 July 2024 was attended by two young WOMENVAI delegated Lina and Charlotte aged 17. It gathered experts from various countries and organizations and helped in-depth review of tools across the globe, leading to the creation of a Task Force to develop guidelines for well-being indicators. Various countries shared their experiences with well-being measurement frameworks, highlighting their national "Well-being Programmes" and information Hubs.

«Being in such a supportive environment with a diverse group of participants was incredible. We had so many enriching dialogues and interactive sessions. I really learned the importance of balancing mental health and overall wellness. The experts and passionate speakers were so inspiring!

Through active listening and meaningful interactions, we really solidified our dedication to personal and collective well-being. We left the seminar with newfound tools, expanded perspectives, and a renewed motivation to positively impact our environment. We really appreciated evolving with WOMENVAI members and are so grateful for their hospitality. This experience has enriched us and reignited our enthusiasm to continue our meaningful personal and professional development journey.»



"Lina and Charlotte at the UNECE workshop, Geneva"

[More information on : https://unece.org/info/Statistics/events/386045](https://unece.org/info/Statistics/events/386045)

"WOMENVAI is such a rewarding NGO. Having an organization that represents gender equality at various seminars to present different projects is fantastic. It really shows the progress that still needs to be made. WOMENVAI encourages women to pursue higher education, which benefits so many areas—economic, political, social...»



Cotonou, Benin: The Ecology Week - 12-15 June 2024

In Benin, with a Vision «Contribute to the emergence of an eco-responsible society by 2030», the GNIDEHOUE Foundation's mission is to promote environmental culture by developing eco-responsible reflexes among citizens and businesses. To this end, the GNIDEHOUE Foundation carries out awareness campaigns in primary and secondary schools, universities, the media and among peri-urban and rural communities. Through various competitions (Ecolo4Dev, Trophées Ecolo Awards, Green Flash), it identifies and rewards initiatives to preserve biodiversity, thus contributing to the achievement of the Sustainable Development Goals (SDGs). More information <https://fondationgnidehoue.org/>

NEWS from WOMENVAI members around the world :



Perspektywy Women in Tech Summit 2024 is the biggest event for women in Tech&IT in Europe and Asia. Every year, students and young specialists from the East come to the Summit in search of internships, mentoring, and jobs in the largest global technology companies, but also in the need for networking, meeting inspiring people, and the latest trends in STEM. During this year largest event, with over 10000 participants, our NGO WOMENVAI was represented by two members, Prof.

Lidia Zakowska and Ryszard Stanek. Our delegation also consisted of four Msc. Female Students from Cracow University of Technology.



Prof. Lidia Zakowska with delegated CUT students





WOMENVAI represented by members
Prof. Lidia Zakowska and Ryszard Stanek

All participants declare that:

 We care about women in STEM: Smart, charismatic, well-educated, and dedicated researchers and scientists, engineers, entrepreneurs and startupper, leaders and activists.

Women who influenced the shape of the modern world. Often underestimated, fighting to break the glass ceiling, passed over in silence throughout the history of numerous scientific discoveries.

 We care about equality, diversity and inclusion: What would new technologies be if they were not created by people who are so wonderfully different from each other?

 We care about the Planet: We do believe that women can play a crucial role in mitigating the climate crisis.

NEWS from WOMENVAI members around the world :



Zambia Women in Engineering Section (ZWES), in collaboration with WOMENVAI and KIDSVAI, held a workshop for young girls and boys aged 10-12 years to commemorate International Women in Engineering Day (INWED) 2024 with the theme "Enhanced by Engineering". The workshop was held on 25th June, 2024 at Nchanga Trust School in Chingola, Zambia. EIZ officials, ZWES members, sponsors, partners, school administration and 60 pupils attended the workshop.

The objective of this workshop was to raise awareness of gender stereotypes in STEM careers (Science, Technology, Engineering, and Mathematics) and was in two sessions as follows:

The WOMENVAI ambassador Agnes Mofya of the ZWES committee says "ZWES KIDSVAI workshops in schools will be a significant step towards promoting STEM professional interest for both girls and boys from a young age. It will open their minds to environmental issues and engineering careers: from electricity production as well as energy from an educative and practical point of view. By also encouraging the girl child to work hard in sustainability and STEM subjects to remove the stereotype belief of boys are better than girls in the subjects, by way of interaction with female engineers, these will pose as examples and give them a wider view of the engineering field."

1. The first session's goal was to break down gender stereotypes associated with technical careers by explaining to children what women engineers or technicians do on a daily basis at work and therefore serving as role models for the younger generation. This was to demonstrate to learners that gender does not define technical competence; they should be aware that women have made substantial contributions to technical fields throughout history, and there are many successful women working in these professions now. The pupils were encouraged by Women in Engineering from various fields of Geology; Mechanical; Chemical; Metallurgy and Electrical Engineering. Electrical Eng. Stella encouraging pupils to believe in themselves and to work hard from an early age. Working as an energy management engineer, she shared insights on energy use and accounting in the industry. ZWES Chair Eng. Agness addressing the pupils and encouraging them to have interest in STEM subjects from an early age.

2. The second session focused on introducing the children to engineering by having them complete an activity in electrical circuit assembly. The children worked in a mixed team of five introducing them to STEM and eliminating the stereotype that assumes that women are inherently less talented or interested in math and science subjects, which are prerequisites for technical courses.



« Pupils introduced to a mini project of a simple electrical circuit and assembling it »

Conclusion

ZWES workshops in schools will be a significant step towards promoting STEM professional interest for both girls and boys from a young age. It will open their minds to electricity production as well as energy from an educative and practical point of view. By also encouraging the girl child to work hard in STEM subjects to remove the stereotype belief of boys are better than girls in the subjects, by way of interaction with female engineers, these will pose as examples and give them a wider view of the engineering field.

The Zambia Women in Engineering Section (ZWES) in collaboration with WOMENVAI will host a workshop for young girls and boys aged 10-12 years to commemorate **International Women in Engineering Day (INWED)** under the theme "Enhanced by Engineering," with the goal of raising awareness of gender stereotypes in STEM careers.

Attendance:

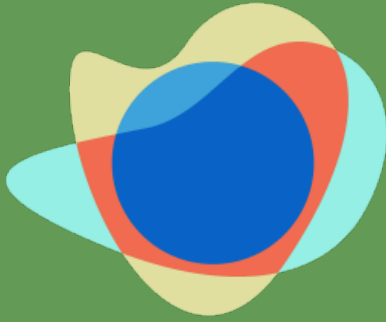
- EIZ officials, ZWES members, Sponsors and Partners
- Grade 5 & 6 Classes - 60 Pupils and Class Teachers

DATE: 25th June, 2024 **TIME:** 09:00 HOURS - 13:00 HOURS **VENUE:** NCHANGA TRUST SCHOOL, CHINGOLA

Sponsors and partners:

WOMENVAI, Zambia Copper Mines plc, energy, KIDSVAI

NEWS from WOMENVAI members around the world :



4TH INTERNATIONAL
CONFERENCE ON
**Small Island
Developing States**
27-30 MAY, 2024
ST. JOHN'S, ANTIGUA AND BARBUDA



" Zahra Khan, UK"

It was great to be in Antigua for the 4th international conference on SIDS (Small Island Developing States) on behalf of Womenvai. The multiday conference was held from 27-30th May at the American university of Antigua. With 5 interactive dialogues and over 200 side events during this conference, it was a great forum for discussion and policy reform as we chartered the course to resilient prosperity.

SIDS face unique challenges due to climate change and its disproportionate impact on these islands, but they are rising above, demonstrating capacity and engineering solutions to overcome some of these issues, but global collaboration and commitment is needed to ensure we, together, move towards a more sustainable world.

Some key points I'd like to share:

- The launch of the Global Data Hub designed to turn aspirations into practical realities; utilising data for policy and planning is critical in changing the paradigm for SIDS
- A gender lens needs to be incorporated in climate change policy, with an understanding that men and women experience the impacts of climate change differently
- Climate financing needs to reach people that need it the most . SIDS face many barriers when trying to access the necessary funding with most going towards mitigation, and not adaptation
- LGBTQIA+ groups are often ignored in the region. They need to be involved in discussions so people can understand their unique needs in disasters
- Trauma in society and psychology need to be implemented in social protection measures
- Intergenerational spaces need to be available. There's a lot of untapped knowledge that we can learn from
- Preparedness is a way of life. Hazards are common in these regions, yet people are still not ready for when they hit
- The decarbonisation of shipping will provide economic opportunities as well as tackling greenhouse emissions from the lifeline of SIDS
- Collaboration is needed between the public and private sectors and this can be seen in the success of the first green shipping corridors, which should be extended to the Caribbean region
- Climate change threatens cultural identity and heritage and we must leverage technology to preserve and safeguard culture
- Tourists should be cultural stewards of the land and not extractors
- We must call on our governments to ratify treaties to protect our planet from exploitation, and that includes our oceans as well as ending gender-based violence in all its forms.

I had the opportunity to meet with some excellent people as well as learn new things and it is becoming very evident that a nexus exists at every point of sustainability from water to food security to gender equality to indigenous science - the list goes on. These issues are not just related to developing countries but effect all of us, and global action needs to happen so we can reach resilient prosperity.

Womenvai have produced a written statement and hope to collaborate with SIDS in promoting gender inclusion and equality in STEM as well as fostering skills training for women led enterprises. This will be available on our website soon. Furthermore, it was a pleasure meeting Prime Minister Browne to discuss future partnerships and I am looking forward to seeing how we can make the world a better, safer and more equitable home for everyone.



NEWS from WOMENVAI members around the world

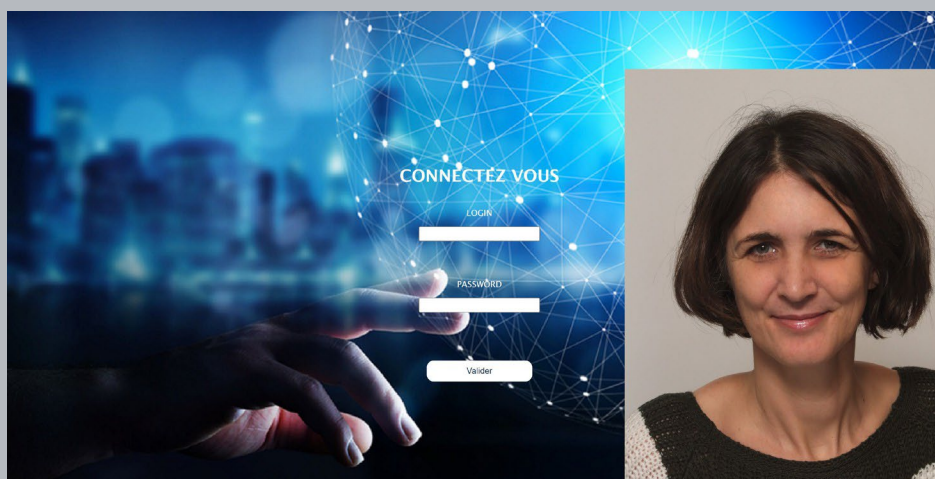
Lylian COELHO (France-Brazil), cofounder of WOMENVAI, present at the 10th World Water Forum in Bali (Indonesia) in May 2024

At the session “Accelerating transformative, innovative and integrative approaches”, Lylian was invited by Dr. Carola Hein, Professor and Head, Chair History of Architecture and Urban Planning and Matteo D’Agostino from Tu Delft (the Netherlands) to join the panel and share a summary of the various innovations present at the event in the area of water management, highlighting cooperation among countries, including several engagements by governments to promote training as an essential tool for accelerating the implementation of the SDGs, in particular the access to drinking water and sanitation. Lylian presented the vocational training as an essential key to improve water resource management and enhance the efficiency of water and sanitation services. “By addressing global sustainable development and water-related challenges, we reaffirm that Human Rights to safe drinking water and sanitation, is a component of the global right to achieve an adequate standard of living, for the full enjoyment of the right to life. We are here to find the way to connect different actors, to recognize the importance of tackling water-related challenges and to integrate the approach that addresses climate change protecting the ecosystems requires better management and cooperation.” Engineers, local communities, Youth, Women, Indigenous people need sustainable finance to access inclusive coordination and collaboration among governments.



Valérie PECCLET (France) Enterprise Architect presents her business in IT

With her engineering background, Valérie has always been an “Enterprise Architect”, leading IT architecture projects on-site for many prestigious companies from public and private sectors, in France in the health, banking and tourism environments, supporting data transformation and contributing to data governance schemes. Also, as project manager and consultant, Valérie had since over 15 years held various positions in the IT strategy domains, in development, business process and modeling. “As a business architect, I am at the heart of the transformation of information systems in large companies. I took the initiative to develop a tool to include sustainability at the heart of project management. This tool allows you to calculate indicators for each project and to place sustainability at the same level as other indicators such as data, costs, architecture for decision-making: it also allows you to manage the transformation by ensuring good progress towards the target that has been defined.”



A new standard is Born! Check out the ISO 53800 for the promotion and implementation of gender equality

The ISO gender equality standard aims to provide technical guidance on how to promote and implement equal rights for men and women within an organisation. This project, led by the French Association for Standardisation AFNOR, is already beginning to have a major social impact, because it is one of the most pressing issues for modern societies to face and because it will contribute to creating a better and fairer world. The ultimate goal is equal rights for women and men within organisations and will undoubtedly be a milestone in the history of mankind. Under the auspices of the French Presidency of the European Union, ISO 53800 will put gender equality in the workplace on paper. For this to happen, an expert regulatory body, such as the International Organisation for Standardisation (ISO), is best placed to be in charge of drafting it. The resulting document will seek to promote a common understanding among companies and organisations around the world. The ultimate goal is to establish a model by which gender equality can be achieved in all aspects within the working environment. It can be used by all entities, who feel the motivation to implement it and will help to raise the level of awareness that is lacking in society and concerns everyone equally.

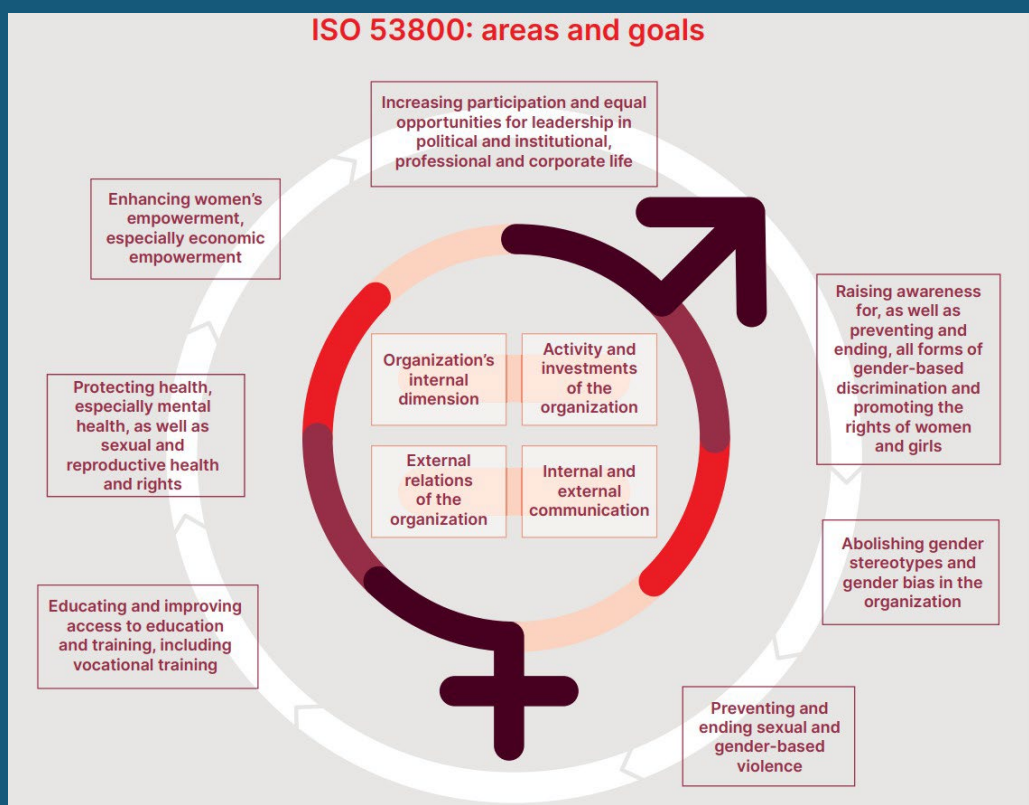
The general idea is not to set any minimum requirements for organisations to comply with the standard, since not all companies around the world are the same and each country has different historical, legislative and cultural characteristics. Each country will be influenced by aspects such as religious orientation and economic development, which is why this ISO gender equality standard will not certify, rather will focus on establishing prerequisites so that parity of women's and men's rights can be achieved without the need for specific plans.

Strategic priorities for gender equality in the work environment: the ISO gender equality standard includes a number of strategic priorities and will seek to answer many unanswered questions with regard to gender equality, addressing the following topics:

- Extinction and prevention of violence against girls and women.
- Access to education and training.
- Reproductive and sexual health and rights.
- Women's participation in public life and economic empowerment.
- Combat all forms of discrimination while respecting the rights of women and girls.

In order to achieve all these objectives for **gender equality** in the workplace, the standard seeks to develop each of the issues and provide relevant suggestions for action based on realities in those countries that will participate in its development.

More information on : <https://iso53800.com/https://www.iso.org/standard/84591.html>



Presenting our new Sponsors and Partners

Qualcomm foundation

BECOME OUR
PARTNER



WOMENVAI is extremely honoured to have received a grant by Qualcomm Foundation through its headquarters in France. This will allow WOMENVAI to pursue its goals and pilot a few KidsVAI and women entrepreneurs Academy in different countries including France, Benin, Tunisia and Mauritania. Qualcomm Incorporated (NASDAQ: QCOM) is the world leader in next-generation mobile technologies: for more than 25 years, Qualcomm ideas and inventions have driven the evolution of digital communications, linking people everywhere more closely to information, entertainment and each other. For more information, visit Qualcomm's website. «Qualcomm proudly supports the Mentoring Women in Business Program by providing technical and project management, as well as the support of our employees as mentors,» said Shawn A. Covell, vice president of Wireless Reach for Qualcomm.

Want to join as a NGO Partner, Sponsor or Ambassador ? Feel free to contact us at contact@womenvai.org

Who we are:

New Board Members since our General Assembly held on March 10th, 2023, in Bari, Italy

Executive Committee

Yvette Ramos, President, France/Switzerland
Liliane Dorveaux, Vice-President, France
Elisabetta Venezia, Secretary General, Italy
Inès Aivazian, Treasurer, France

Lidia Zakowska, Ethics Committee Chair, Poland
Aura Bustillo, Programme Committee Chair, Colombia
Guillaume Pahud, Communication Committee Chair, Switzerland



Lets unite to better support women in STEM, promote equality and partnership. Together we are smarter.

- Yvette Ramos
Co-founder & President WOMENVAI



#INWED



By breaking barriers and defying stereotypes, WiE women in engineering are able to pave the way for future generations of women to pursue their passions, whether in the fields of science, technology, or any other domain traditionally dominated by men.

- Lidia Zakowska
Professor at Cracow University of Technology, Poland



#INWED

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WOMENVAI

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