

FINAL REPORT ICWES14

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1. QUALITATIVE REPORT

a. Summary

ICWES14, the International Conference of Women Engineers and Scientists was the 14th in a series of International Conferences held all over the world since 1964 every three years.

ICWES Conferences are the headlight events of the International Network of Women Engineers and Scientists (INWES). ICWES is recognised worldwide. This year's conference came back in Europe again after more than ten years. It took place in Lille (France) from July 15th, 2008 to July 18th, 2008, with two strategic partners: the DG Research of the European Commission and the Nord-Pas de Calais Regional Council.

ICWES 14 was organised by CNISF (Conseil National des Ingénieurs et Scientifiques de France), in partnership with CNRS - National Centre for Scientific Research - (Mission pour la Place des Femmes au CNRS) and European associations of Women engineers and scientists:

- in France with FI - Association Française des Femmes Ingénieurs, F&S – Femmes et Sciences, f&m – Femmes et Mathématiques,
- in Germany with dib (deutscher ingenieurinnen bund e.v)
- in United Kingdom with WES (Women's Engineering Society).

The theme of the conference was “**A changing World: new opportunities for Women Engineers and Scientists**”. The conference included scientific and technical presentations as well as sessions on gender, management and leadership and methods to improve the position of women in Science, Technology, Engineering and Mathematics (STEM).

Women engineers and scientists gathered from all over the world enjoyed the opportunity to exchange information on academic, industrial, small and medium enterprise research.

The main objectives of ICWES conferences are:

- To encourage women scientists and engineers from all over the world to meet and share their researches and experiences in order to work out an international vision of them to everyone's benefit.
- To disseminate and strengthen the role of women engineers and scientists in society by their contribution to the cultural change in professional or academic research environment.

The program was built with the contribution of each participant submitting papers to the sessions: plenary lectures, oral presentation, posters. The conference focused on issues like Management and Leadership, Diversity and Ethics. Moreover, key scientific and technical topics have been discussed including opportunities and challenges in sustainable development, waste management and water resources, climate changes, information and communication technologies and new biotechnologies.

Other important features of the conference were a Youth Forum, a formal workshop to meet “Inspirational Role Model”, and the opportunity to learn more about mentoring.

To achieve these objectives we have settled an organizing committee in January 2007 with a project team and collaborative tools to facilitate the communication between all the members of the team. The management of the project is assumed by a steering committee which is composed of the chair of the conference and the chairs of each committee (program, administrative and logistic, marketing and communication, finance).

Referring to that organisation, the work plan was made according a policy manual for ICWES provided to each ICWES chair by INWES (International network of women in engineering and science). Moreover, ICWES14 chair was present to the last three conferences and gained a lot of knowledge from Canadian and Korean colleagues. So, the work plan was set up in taking account of all recommendations got. The project was structured in four committees. Each committee could progress in his activities in parallel and the coordination can periodically deal with the interactivity between them to achieve the results and respect the milestones targeted.

To highlight the results obtained on the work progress during the preparation period, we would like to explain that all activities declined in committee are articulated around the website with a public side addressed to the future participants and a private side addressed to the organizing committee, called collaborative platform which allowed to share all the useful information of the project between the project team even if we are not physically close to each other. Each work package could benefit of a specific space shared with all the members of the global team.

On the point of view of the organizing committee, all the achievement of the activities were facilitated by the use of the collaborative platform to put all deliverables of the project at the disposal of each one of the team.

On the point of view of the participants, all the operations could be made with the website and general information or guidelines could be found on the same way.

The different items developed were:

- Home page with welcome address and Patronage
- Conference information with overview of the event and the organizing committee
- Program with all kind of program: scientific, social, touristic with CV of the eleven keynote speakers and the different steps to build the scientific program.
- Call for abstracts with submission guidelines, on line submission form to propose an oral session or poster first and after we posted the list of accepted abstracts and travel awards
- Registration form to the conference and to industrial visits and social program
- Registration form to visits, tour and accommodation in hotel or dormitory on the campus
- Exhibition and Sponsorship
- General information to easily join Polytech' with access maps and other useful information
- On the left side of the website, one specific item emphasized the news of the moment

During the last year of preparation, the Program committee and the Communication and Marketing committee represent a heavy charge in term of volunteer time as all the tasks to produce have to respect a coherent and precise communication between the website and all other supports to realize in French and in English and the energy to spend was the double of the previous valuation.

Regarding the finance committee, it needs to spend a lot of time to approach potential sponsors and there is a great difference between what they say to media support about their involvement in diversity, equal opportunities for women position to attract scientist and engineer profile and the support of a such event. For some companies, talking about these issues is often more easy than to act on it by encouraging their concerned staff to participate to a such event or to point out new initiatives to promote the position of women scientists and engineers in academic or private careers as well as in research. In spite of that situation, we succeed to manage a workshop with human resources managers who accepted to talk about the policy they put into place to improve the role of women at decision making position.

Some tasks were anticipated two years ago regarding the locations of the conference and the social events that we have to book earlier but the major tasks of the logistic and administrative committee were achieved on site with a team of 80 volunteer students. It was a great experience as they could benefit of a youth forum to prepare them to networking and mentoring and they all appreciate this positive experience. All the relations with future attendees were managed by two assistants with a lot of interactivity to take in charge all specific case to solve.

We are very proud of the success of the event which could not be possible without the professional work of all the volunteer people involved in the organization.

That success rests on the following aspects to emphasize:

- First of all, **the diversity of countries represented**. We never reached a such number of attendees coming from 60 countries on the 5 continents in other ICWES. The European countries were well represented with 230 attendees coming from 21 countries. The European partnership of the organizing committee was the key to dispatch the information with good tools. Africa was represented by 100 participants coming from 17 countries. Asia was represented by 83 participants coming from 11 countries. America was represented by 78 participants coming from 6 countries and the Middle East was represented by 9 people coming from 5 countries. We welcome 500 women and few men.
- Then, **the high quality and diversity of the scientific program** included 130 oral sessions, 11 plenary lectures and 50 posters (accepted abstracts) completed by a Youth forum, round table on "Inspirational Role Model" with outstanding women like Claudie Haigneré (scientist, first French women astronaut, politician), Valérie Manning, Vice President EADS....Among the famous lectures, we must nominated:
 - Judith Glover whose presentation deal with the speech and stereotypes developed by companies on hiring very qualified women in electronic and telecommunications fields.
 - Pauline Gagon whose presentation talk about the place of women in Research Laboratory of Particle physics with the biggest detector never built.
 - Nicky le Feuvre whose speech deal with "The feminisation of scientific and technical professions: an issue for the evolution of gender relations in contemporary societies".
 - The Future of internet and telecommunications presented by Martine Lapierre (Alcatel-Lucent)
 - The view of the European Commission n the situation of women in science by Johannes Klumpers, Head of the scientific culture and gender issues unit.

Were also put on the table a lot of subjects about the sustainable development and the civil society like climate changes but also about innovation management in big companies or the direct impact of new economy and TIC on the environnement of women workplace.

The closing ceremony put on the stage 40 engineers and scientists women coming from developing countries to award their presentations by receiveing a travel grant to participate at the event. The 6 best posters were also awarded in six different topics.

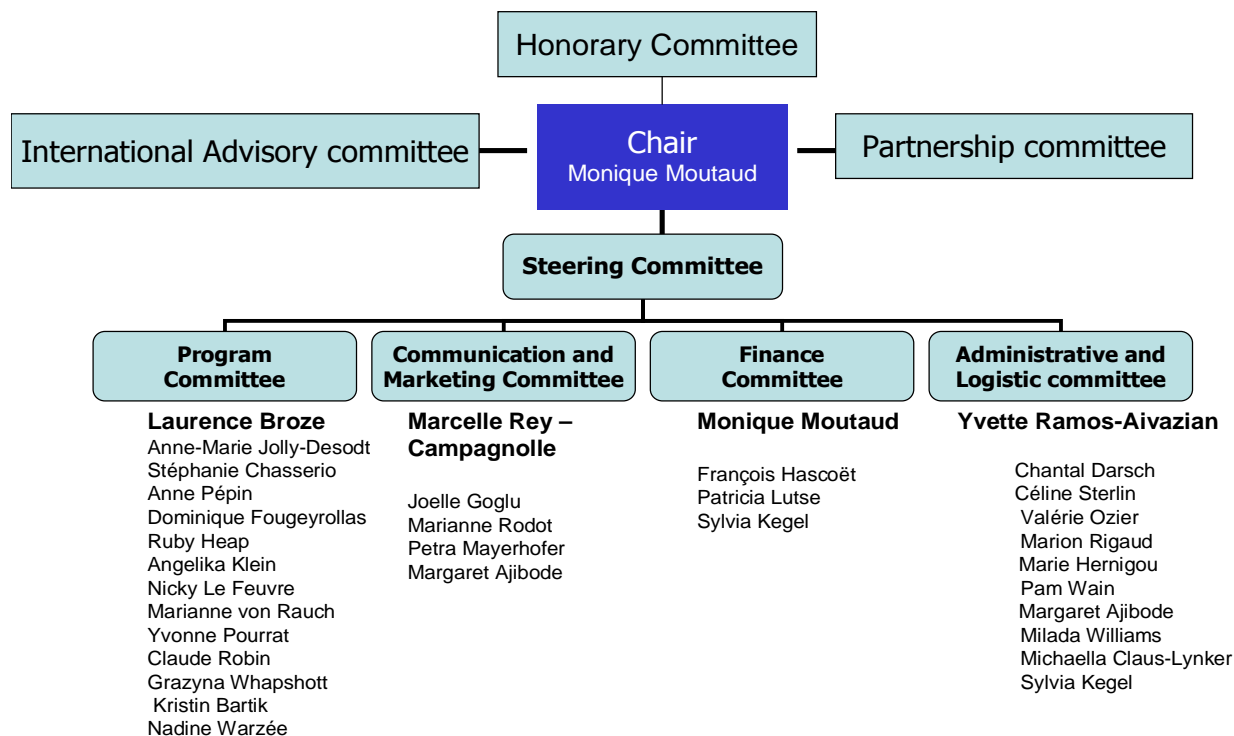
This time is very important to help these scientist women to be on the spot and to encourage them to take initiatives on these issues when they come back home. That is a strong impact on civil society.

- **The presence of press media** which highlight the event by different ways and supports. The press conference managed before the opening ceremony was a good support for newspapers at national and regional level. Some journalists interview role model engineers from all over the world with repercussions in press online, written press, radio and TV.

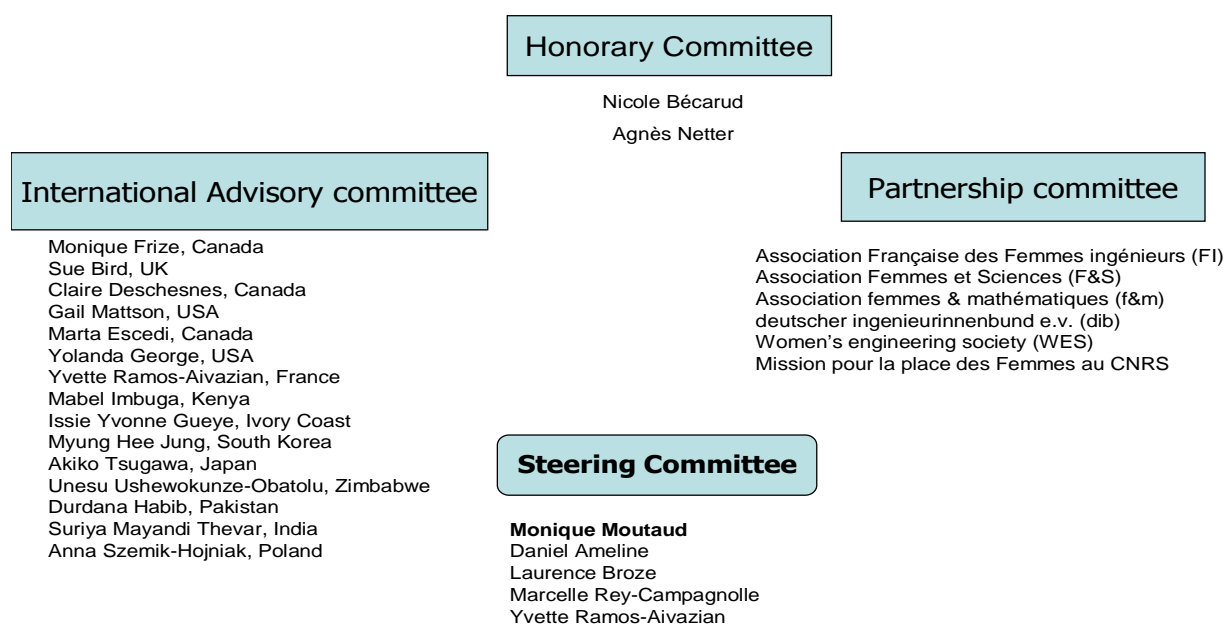
In conclusion, all the 500 women promised to gather again in Adelaide (Australia) in 2011 for ICWES15 to measure the progress work in their different countries. To support them, INWES decided to put in place regional networks on 5 continents to work more closely with them on all issues related to “the new opportunities for women engineers and scientists in a changing world”.

b. Organization

Organizing Committee(1)



Organizing Committee(2)



All the organizing committee is explained in the charts above.

CNISF (Conseil National des Ingénieurs et des Scientifiques de France) managed all the preparation of the conference with the participation of six Europeans partners:

- Association Française des Femmes ingénieurs (FI)
- Association Femmes et Sciences (F&S)
- Association *femmes & mathématiques (f&m)*
- deutscher ingenieurinnenbund e.v. (dib)
- Women's engineering society (WES)
- la Mission pour la place des Femmes au CNR

c. Scientific detailed program

■ Timetable

July 15 (Tuesday)								July 16 (Wednesday)							
Room N°								Room N°	1	2	3	4	5	6	7
08:00								08:00							
09:00								09:00	K.S. : Judith Glover Patricia Vendramin						
10:00								10:00	Posters			and coffee break			
11:00	Registration at CCI - Lille							11:00	A1	A2	A3 W.S.	A4 (FR)	A5	A6	
12:00								12:00							
13:00								13:00	Lunch break and networking						
14:00								14:00							
15:00	Opening ceremony K.S. : Pietra Rivoli							15:00	B1	B2	B3	B4 R.T. (FR)	B5	B6	
16:00								16:00	Posters and coffee break						
17:00	Cocktail party							17:00	K.S. Zora Ben Lakhdar Pauline Gagnon		C3	C4	C5	C6	
18:00								18:00							
19:00								19:00	Visit of the Beaux Arts museum						
20:00								20:00	Jazz party at the Beaux Arts museum						

Wednesday, July 16, 2008

- A1:** Careers of women in high-tech
A2: Gender issues in scientific research
A3: W.S. - Youth forum
A4: Y a-t-il désaffection des jeunes femmes pour les STIM ?
A5: Sustainable agriculture
A6: Integrated logistics
B1: Careers of professional engineers and scientists
B2: From equal opportunities to diversity
B3: Strategies to attract girls into STEM(I)
B4: R.T. - Les leaders de la francophonie mondiale: témoignages et réflexions
B5: Sustainable development
B6: ICT(I)
C3: Women in engineering and scientific education
C4: Historical perspectives on women and leadership in STEM
C5: ICT and women in rural environment
C6: R.T. - Mentoring experiences

July 17 (Thursday)								July 18 (Friday)							
Room N°	1	2	3	4	5	6	7	Room N°	1	2	3	4	5	6	7
08:00								08:00							
09:00	K.S. : Bettina Laville Ulrike Roehr							09:00	K.S. : Martine Lapierre Diane Riopel						
10:00	Posters and coffee break							10:00	Posters and coffee break						
11:00	D1 K.S. : Nicky Le Feuvre	D3 R.T.	D4	D5	D6	D7		11:00	G1 K.S. : J. Klumpers	G3	G4 W.S.	G5	G6		
12:00	Lunch break and networking							12:00	Closing						
13:00	Lunch break and networking							13:00	14:30 departure to cultural program and industrial visits						
14:00	E1	E2 R.T.	E3 R.T.	G.A. INWES	E5	E6		14:00							
15:00	Posters and coffee break							15:00							
16:00	F1	F2 R.T.	F4 R.T.	F5	F6	F7		16:00							
17:00	Buses to Roubaix							17:00	14:30 departure to cultural program and industrial visits						
18:00	Gala night at the Gobelins							18:00							
19:00								19:00							
20:00								20:00							

Thursday, July 17, 2008

- D1:** Gender perspective of scientific careers
D3: R.T. - Inspirational role model with out standing careers
D4: Développer et exercer un leadership dans les STIM
D5: Women and leadership
D6: Logistics
D7: Water management
E1: Strategies to attract girls into STEM (II)
E2: R.T. - Women engineers and scientists wanted !
E3: R.T. - Women engineers & scientists together with the Youth Forum: a friendly talk on careers
E5: ICT (II)
E6: Energy

- F1:** Strategies to attract girls into STEM (III)
F2: R.T. - International organisations and their policies to empower women engineers and scientists
F4: R.T. - National policies to promote women leaders in STEM
F5: Women and entrepreneurship
F6: Biotechnology
F7: Women inventors and innovators. Transfer of technology

Friday, July 18, 2008

- G1:** Promotion of women in sciences
G3: Work-life balance in STEM
G4: W.S. - INWES Best practices
G5: Gender perspective in teaching sciences
G6: Climate change

- Invited lectures
- Gender in STEM
- Scientific issues
- Program for students
- Colloque "femmes en STIM"
- INWES
- Events
- K.S. Keynote Speaker
- G.A. General Assembly
- R.T. Round-table
- W.S. Workshop

- Detailed final program

(See the attached document)

d. Awards

40 travel awards was given to people coming from developing countries and who submitted an abstract to present among the topics of the conference. They were evaluated by the program committee. We had to limit them to 40 according the funding we got from our sponsors.

We also awarded the 6 best posters. Everyone who was awarded got a diploma at the closing ceremony.

2. TRAVEL AWARDS LIST

Nom	Prénom	Pays
AFZAL	Huma	Pakistan
AJABYAN	Nelli	Arménie
AKINTAYO	Folake	Nigeria
ANISIMOVA	Larisa	Ukraine
ASLANYAN	Svetlana	Arménie
AWAIS	Aliya	Pakistan
BELIAYEVA	Volha	Biélorussie
BEN GACEM	Leila	Tunisie
BOUZGUENDA	Karima	Tunisie
CHIEMEKE	Stella	Nigeria
DAVOUDI	Noushin	Iran
DER SARR	Ngoya	Sénégal
DIALLO	Hortense	Côte d'Ivoire
EGAMBERDIEVA	Dilfuza	Ouzbekistan
EL KHAYAT	Ghada	Egypte
ERINOSHO	Stella	Nigeria
ERLEMANN	Christiane	Allemagne
ERMOLAEVA	Elena	Russie
ESPINO	Maria Pythias	Philippines
GRISELLE	Vega	Pérou
HADJ ALOUANE	Atidel	Tunisie
IJAGBEMI	Christianah	Corée
KAKOTA	Tasokwa	Malawi
KARANJA	Faith Njoki	Kenya
KARULE GAILITE	Erna	Lettonie
KHALAF	Viktoria	Ukraine
LAGUNA	Marcela	Mexique
MARIAYE	Hyleen	Ile Maurice
MWAYULI	Geneviève	Kenya
NGWU	Evelyn	Botswana
NOOR	Fozia	Pakistan
OBRYK	Barbara	Pologne
PEREZ CUEVA	Karym	Pérou
RODRIGUEZ	Norma	Mozambique
SHIN	Younsook	Corée

SHTANGEEVA	Irina	Russie
SYTAR	Oksana	Ukraine
VAVILOVA	Iryna	Ukraine
ZAHID	Muazma	Pakistan

Among that list UNESCO funded a list of candidates proposed under the contract referred. In the first list which was prepared, one woman did not come for visa reasons so we decided to attribute the amount forecasted to two other women on the same basis of criteria.

AFZAL Huma was replaced by Mrs MWAYULI Genevieve from Kenya and Mrs HADJ ALOUANE Atidel from Tunisia.

3. FINANCIAL DETAILED STATEMENT

The total amount funding the 40 grants represent 50000\$ and here under you only find the financial statement of 8 women granted by UNESCO for 15000\$.

DETAILED FINANCIAL STATEMENT

NAME	FIRST NAME	COUNTRY	ADDRESS	TRAVEL&ACCOMODATION EXPENSES in \$
DERR SARR	Ngoya	Senegal	Hachimyou Tall Road 221 DAKAR Senegal	2160
EL KHAYAT	Ghada	Egypt	14 Square 15 May Smouha 21615 ALEXANDRIA Egypt	2680
GRISELLE	Vega	Peru	Los Amautas 323 Zarate 36 LIMA Peru	2140
OBRYK	Barbara	Poland	ul. Radzikowskiego 152 31-342 KRAKOW Poland	1200
PEREZ CUEVA	Karym	Peru	calle Juan Sibelius 1276 San Fernando TRUJILLO Peru	2350
LAGUNA	Marcela	Mexico	Pistache 209 Monterreal 29026 Tuxtla Gutierrez. Chiapas Mexico	2140
MWAYULI	Geneviève	Kenya	Box 62157 00200 NAIROBI Kenya	1830
HADJ ALOUANE	Atidel	Tunisia	BP37 Le Belvédère 1002 TUNIS Tunisie	950
Total Actual Costs				15450