

BAHRAINI WOMEN AND ENGINEERING CONFERENCE

PARTICIPATION OF BAHRAINI WOMEN IN GLOBAL ENGINEERING

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A career path is a road map that starts from within us



Engineering has been standing out globally as being male-dominated sector

Women consistently underrepresented in engineering

- ❖ Japan, 5%
- ❖ UK, 8%
- ❖ Canada, 19%
- ❖ USA, 13%

A brighter representation in some developing countries, mainly driven by governments' initiatives in introducing policies promoting employment of female engineers

- ❖ UAE, 31%
- ❖ Oman, 53%
- ❖ Algeria 32%
- ❖ Tunisia 41%

However, numbers do not tell the whole story. Equal opportunities for career development need to be in place

- ❖ Promoting diversity awareness championed by Senior Management “top-down approach”
- ❖ Understanding glass-ceiling barriers
- ❖ Providing dynamic environment that encourages developing leadership skills, net working opportunities, and managing multiple tasks “work-life balance”
- ❖ Encouraging going beyond the comfort Zone
- ❖ Training line managers to build confidence in young engineers and create opportunities for them to excel
- ❖ Encouraging continued professional development to facilitate assuming different roles of increasing responsibilities
- ❖ Developing initiatives to facilitate women engineers re-entering the workforce after a period of absence

At a regional level, there are many successful women engineers – But where do they stand ?

- ❖ What is the age profile of regional women engineers? An indication of a healthy pipeline of talent
- ❖ Have the sector managed to retain them? What went right/wrong? Lessons to be learned
- ❖ Have they been playing the inspirational role to the next young females to enter the profession?

Seeking across border opportunities – Is it an option for regional female engineers?

- ❖ Many International companies, foster gender diversification (Schaumberg, Shell, GE, etc.)
- ❖ Going beyond the comfort zone provide opportunities to acquire broader skills and experiences and enhances personal profile
- ❖ A career change at an advance career path – My story....

Thank You