

## **Report on the Geneva Conference WEC 2011 and WFEO-FMOI Women in Engineering committee**

attended by Dominique Mouillot, Annick Carnino and Irene Aegerter( part time).

Dominique was invited, on September 7, to make a presentation of WiN Europe and especially the Fem'Energia Awards in a special session « Interactive Workshop on « Attraction, Retention and Higher Management in Energy ». The session was very well organized by Marie-Hélène THERRE Vice president of the World Federation of Engineering Organizations (WFEO-FMOI) Chairwoman of the WFEO "Women in Engineering" standing committee.

Prior to the session, WiN Europe offered a « Café Gourmand » which was attended by some 40 participants. Some then stayed to attend the session while some left to attend another session. It was unfortunate that the following session « Interactive Workshop on « Attraction, Retention and Higher Management in Energy » was taking place in parallel with a session on Fukushima which obviously drew many attendees. The audience was composed of some 30 participant's altogether, which is rather few compared to more than 1000 attendees to the conference.

Dominique Mouillot's presentation was very well received. During the active part of the group discussions, most of the questions related to the creation of networks for women engineers in their own organizations or outside like WiN. Many questions were also related to nuclear energy and jobs opportunities. Dominique and Annick established many contacts: Tunisia, India, Kuwait, Poland and with the WISE (Women in Sciences and Engineering) and their Indian representative who asked for a collaboration with WiN Europe.

There were two other presentations:

-by Monika Frohmuller Tabacchi from GE/France who established an internal network for women. It is promoted and supported by the CEO Jim Immelt « Leaders in GE have to promote diversity ». Many actions are developed by Monica : leadership classes for women, mentoring, sponsoring, day care with the local community. Last year was the year of promoting European Equality and the coming year « Talent assessment » to decrease the salary differences for women. Dominique and I will try to establish a partnership with Monica and GE for WiN Europe.

-By Jacqueline Bouisse from Areva. There is a network of women in the company for Engineers : they organize lunches which represent in fact a think tank for diversity : mentoring, relationship mentor-mentee, career advice, work life balance.

In conclusion, many contacts have been taken, networking is the base for women to « move out of the shadow » but cracking the glass ceiling is still necessary unfortunately.