

“ Losing your mind
failing to balance between your work and life. ”



BEST WORK-LIFE BALANCE WORKING ENVIRONMENT COMPETITION

About IEEE – WIE (worldwide)

IEEE Women in Engineering (WIE) is the largest international professional organization dedicated to promoting women engineers and scientists. All WIE member activities are mainly based on volunteers, the same as all other IEEE member activities. Total WIE Members as of Nov 2008 is 10, 277.

IEEE-WIE Mission (worldwide)

Inspire, engage, encourage, and empower IEEE women worldwide.

IEEE-WIE Vision (worldwide)

- **Recognize** women's outstanding achievements in electrical and electronics engineering through IEEE Awards nominations;
- **Organize** receptions at major technical conferences to enhance networking and to promote membership in WIE;
- **Advocate** women in leadership roles in IEEE governance and career advancement for women in the profession;
- **Provide** assistance with the formation of new WIE Affinity Groups and support ongoing activities;
- **Promote** IEEE member grade advancement for women to the membership grades of Senior Member and Fellow;
- **Facilitate** the development of programs and activities that promote the entry into and retention of women in engineering programs;
- **Administer** the IEEE Student-Teacher and Research Engineer/Scientist (STAR) Program to mentor young women in junior and high schools.

About IEEE-WIE (Egypt)

- The newly launched WIE Affinity Group in Egypt has an Egyptian volunteering core team of students, young woman engineers, freelancers, industry professionals, and women pioneer/young academic staff.
- Inheriting same mission & vision of the parent WIE worldwide, the WIE in Egypt puts local needs/challenges a woman engineer would address/face within the contemporary Egyptian community.
- In comparison to other countries, Egypt doesn't suffer of having females discouraged to learn mathematics, sciences or engineering. However, woman engineers in Egypt are more probable to early retention and giving up their careers for social, psychological or financial reasons.
- Role successful models are usually vague or absent in educational/professional environments.



IEEE-WIE Egypt Activities

- **Work-life balance:** We help women working in Science and Technology fields to balance between her social role as a (wife, mother...) and her Career.
- **Networking:** Establish a network of female expertise, students, academics and professionals working the science and technology fields.
- **Social Engineering:** filling the gap between social needs and technology.
- **Entrepreneurship:** Help women to establish their own companies in the science and technology fields.
- **Mentor-ship:** We provide mentoring ship and consultancy for women in Engineering
- **Unleashing Kids' abilities:** Organize workshops, seminars and competitions for pre university students to promote creativity, the importance of science and technology and the power of knowledge.

Work-Life Balance Program

■ WIE Egypt First Forum:

IEEE Egypt's Women in Engineering (WIE) affinity group held its first forum on August 3rd under the title: *Innovative Ways to Achieve Work-life Balance*. The forum was held in parallel with the Egyptian Engineering Day at Cairo International Conference Center. The opening speech for the forum was given by Prof. Dr. Hind Hanafy, President of Alexandria University-the first women to hold this position in Egypt and the Middle East-. During the event Shaimaa Yehia WIE Region 8 coordinator gave a quick presentation about WIE and its regional activities. The forum also included 2 panel discussions one for women in industry and another for women in science and technology. Both panels included prominent women in their fields like Prof. Dr. Hadya El Hennawy, Dean of the faculty of engineering Ain Shams University, again she is the first women to act as a dean for engineering faculty in Egypt and middle east, Eng Hanan Abd-el Meguid CEO of LinkDev –a well known software company in Egypt-, Dr. Nadia El Awady President of World Federation of Science Journalists, Prof. Aliaa Youssef vice Dean of Faculty of Computer and Informatics, Helwan University, Dr. Salwa Nassar, Professor, Head of Computer Department at Institute of Electronics Research, Consultant at NARS, National Remote Sensing and in charge of their BIUE_GENE computer initiative, and Prof. Nahed Abdel Rehim, X-Director of Archeology Center of Faculty of Engineering, Cairo University.

The forum covered three main areas; achieving work-life balance, highlighting a few prominent women who have achieved work-life balance, and promoting governmental and non-governmental initiatives which provide a woman-friendly work environment.

Another point of focus at the forum was helping companies maintain profitability during the financial crisis by providing a balanced working environment for their employees. Etisalat Egypt and ITWorx both presented their experiences in this field. Also presented was the Ministry of Administrative Development's *Beitak Manzilak*, Your Home Your Office, an initiative for working from home. Dr Nevin Darwish Chair of WIE Egypt presented her experience in three women for one job.

Over 160 persons from the industry, press, academia and NGOs attended the forum and were greatly impressed by the discussions. Female university students were especially pleased to discuss their concerns regarding the difficulties that face women in scientific fields. Most concerns were related to situations where women are discouraged to take different or nontraditional roles. The forum had one encouraging and relaxing presentation given by Miss Mona Arishi, founder and manager of LEI Institute and functional quality manager in IBM and introduced a life quality improvement program. At the end of the event WIE magazines, give outs and brochures were given to attendees. On the other hand over 400 visitors expressed interest in joining the WIE by filling registration forms in the IEEE booth during the three days of the EED gallery.

WIE Egypt announced an initiative for companies and NGOs to cooperate with the affinity group to organize a competition for the best women friendly working environment in a company in the field of science and technology. Egyptian WIE aims to develop society on a number of levels through caring for women in science and technology and helping them in the scientific and social society.

First Arab Women In Science and Technology Conference

IEEE-WIE Egypt participated in the first Arab women in science and technology conference held in Dubai under the patronage of HRH princess Haya Bint Al Hussien the wife of the Prime Minister of the UAE and Ruler of Dubai, and daughter of the late King of Jordan.

IEEE-WIE Egypt awarded inside the conference for its forum "Innovative ways to achieve work-life balance" poster and for the forum results.

Best Work-Life Balance Working Environment Competition

In such crowded fast-rhythm world, Work-Life Balance has become an urging need for each working human being a male or a female; however, it's much more urging for females due to the multiple roles they are playing in their lives. Pursuing successful careers while preserving their families is the daily rush they go through.

Women especially who work in Science & Technology (S&T) suffer every day from the dilemma of how to achieve their career goals ,family goals and their own self-goals (taking care of herself, reading, do social work, sports,.....)

One of the major reasons for this dilemma is the S&T working environment itself which:

- Doesn't consider women role in society as a (mother, daughter, wife, ...)
- Is not designed to attract women by considering their needs.
- Looks for women who take a long vacation (2 or 3 years) for a child or for taking care for a parent that she is not responsible or under qualified.

For those reasons the IEEE-WIE Egypt decided to launch the "Best work-life balance working environment competition".

Aim of the competition

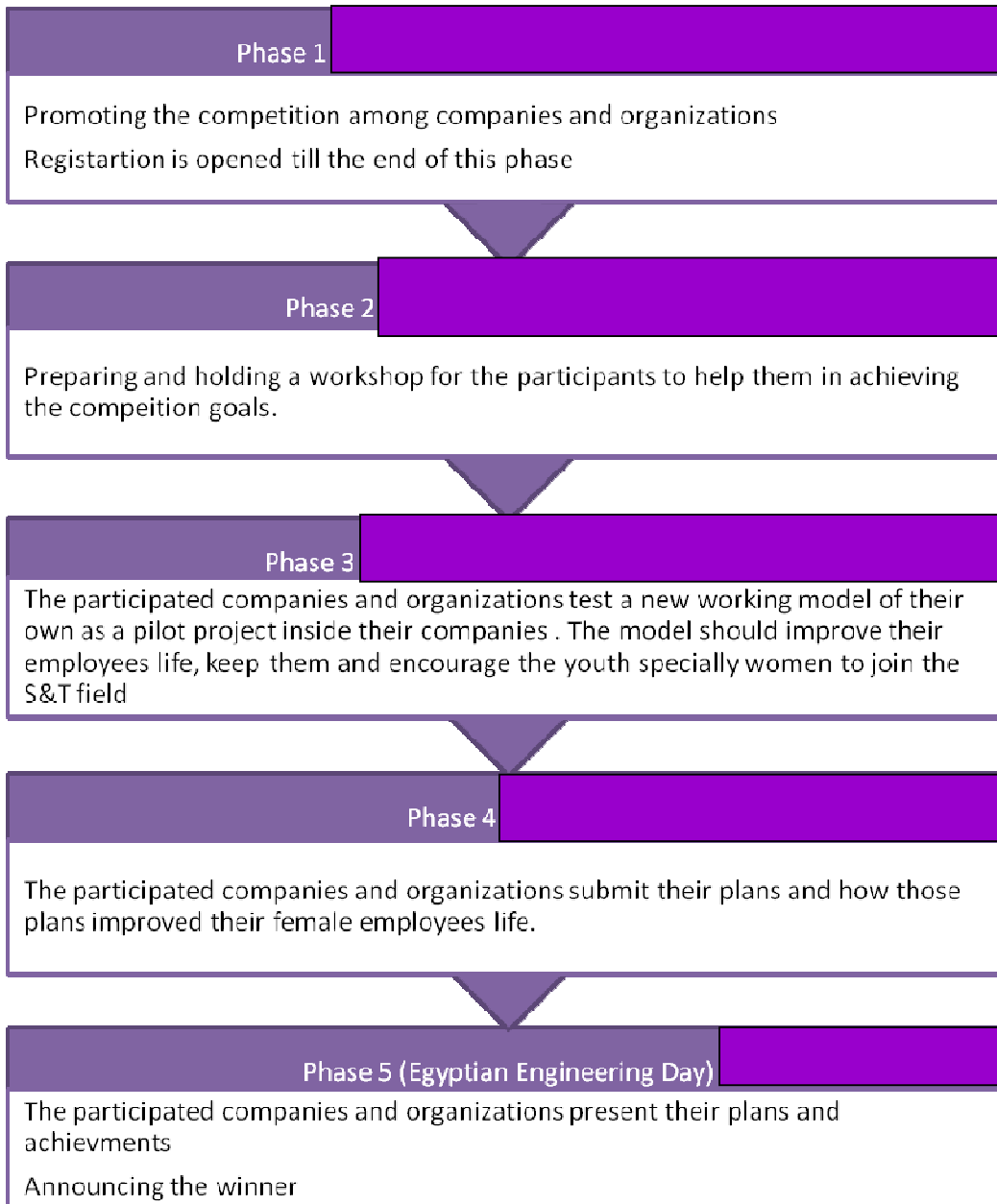
The aim of the competition is to promote the work-life balance culture among Science and Technology companies and organizations in Egypt and to improve their working environments in a way that maintains balanced female employees.

Competition idea

Companies and organizations working in S&T field are going to yearly compete in presenting/developing creative working models that consider the needs and duties of a working female. Companies should be able to guarantee that these models are applicable in their environments. A prototype is considered as a plus.

"Best Work-Life Balance Working Environment" Award will be given in the Egyptian Engineering Day (EED).

Competition phases



Appendix

About the IEEE

- ❑ The well-known Institute of Electrical & Electronics Engineer, or the IEEE, founded in 1884 by a group of engineers who recognized the importance of spreading knowledge and technology around the world, geographically divides the world into 10 regions.
- ❑ Each country is represented by a section supervised by the region it lies in.
- ❑ Technically, IEEE is divided into 40 technical societies, specialized in computer sciences, communications, electrical, and electronics engineering.
- ❑ IEEE membership & subscriptions are divided into different categories according to the experience of the member. These categories start from student memberships, through GOLD (graduates of last decade), WIE (Women In Engineering), then senior memberships and then IEEE Fellow members, given to scientists and members who have dedicated their lives for serving their fields.
- ❑ Worthy mentioning that the IEEE is the World's largest technical professional society that publishes 30% of the world's literature in electrical & electronics engineering and computer science, offers nearly 900 active industry standards, with more than 360,000 members in 174 countries.
- ❑ The IEEE history in Egypt is back to 50 years ago and it lies in Region 8, which includes Europe sections, Africa, and Middle East. The IEEE Egypt Section directly supervises the IEEE Women In Engineering Affinity Group (referred by WIE later on), launched in July 2008 in the 7th IEEE Egyptian Engineering Day, EED'08, Conference and Expo.

About IEEE Egypt

- ❑ IEEE GOLD Egypt **Graduates Of the Last Decade** the most active branch in the IEEE region 8, which contains Europe, Africa, and Asia.
- ❑ Organized Student Branches congress (SBC) 2002, attendance: 104 Students & Engineers, 23 Countries.
- ❑ Organized Business skills For Engineers Workshop 6-7 September 2003 at Arab Academy for Science And Technology lecturers : from Egypt, USA, UK, Canada and India.
- ❑ Interact with today's World 2004 , Alexandria Library aattendance: 500
- ❑ 1st Egyptian Engineering Day, 2002 , attendance: 545 ,projects: 58 from 11 Egyptian Universities.

- 📖 2nd Egyptian Engineering Day , 2003 , Cairo International Conference Center (CICC) , attendance: 1700 ,projects: 85 from all Egyptian Universities
- 📖 3rd Egyptian Engineering Day , 2004 , Cairo International Conference Center (CICC), attendance: 2700 , projects: 100 from all Egyptian Universities
- 📖 4th Egyptian Engineering Day , 2005 , Cairo International Conference Center (CICC) , attendance: 4250, projects: 120 from all Egyptian Universities
- 📖 5th Egyptian Engineering Day , 2006 , Cairo International Conference Center (CICC), attendance: 5630 ,projects: more than 160 from all Egyptian Universities
- 📖 8th Egyptian Engineering Day , 2009 , Cairo International Conference Center (CICC), attendance: more than 5000 ,projects:230 from all Egyptian Universities
- 📖 The First Industry University Linkage Conference , 2006 ,Faculty of Engineering, Zagazig University,attendance: 130 industry and university professionals
- 📖 Achieved awards:
 - R8 Leadership Prize
 - IEEE RAB Leadership Award 2002, as recognition to Engy Mohamed Samir Foda.
 - IEEE RAB Larry K. Wilson Award 1999, as recognition to Nahel Amirah.
 - Third prize of IEEE R8 Student Paper Contest 2003Mohamed Aboud
 - Third prize IEEE R8 Student Paper Contest 2002
 - AT&T Award 1999
 - UPE/CS Award 1995
 - 2nd IEEE GOLD Section around the World
 - 1st IEEE GOLD Section in Region 8
- 📖 Main organizers of two schools competitions(Future city and First lego League) with Ministry of Education.