Ushering Gender Diversity and Gender balance

in

Industrial Revolution 4.0

Efforts by NAMWIE, Namibia

Dr Smita Francis
Founder and Chair
Namibia Women in Engineering (NAMWIE)
Past President Engineering Council of Namibia
Present Chair of Education Committee
Coordinator, Namibia Institute of Space Technology, NUST
Impact on jobs with IR4.0 engineering and technological innovation

Predict 5.1m net job loss

2.45 million (48%) falls on women

- Women will face 3m job losses and 0.55m gains
- More than five jobs lost for every job gained
The Harvard Business Review of 2018 reports, globally, only 20% engineers are females.

The situation is not much different in Namibia, 16% engineers are female.
Societal Stereotype & Perception
As the Fourth Industrial Revolution comes to realization

NEED OF THE HOUR

“Reimagine Reorient Reinvent Strategies to Usher in Gender Equality”

• Women education and careers must be revolutionised
• Societal perception must drastically evolve to bring about this change
Started in 2008 at NUST (Polytechnic of Namibia, institutional organization with only one female faculty member + 5 female students)

Number of community outreach workshops and annual conferences are organized

Recipient of the prestigious National Sam Nujoma Award in Innovative Capacity Development
NAMIBIA WOMEN IN ENGINEERING

WOMEN ENGINEERS TRANSFORMING THE FUTURE
CAREER FAIR

WORLD ENGINEERING CONVENTION AUSTRALIA
(MELBOURNE 20-22 NOVEMBER 2019)
“The only thing that can stop you, is YOURSELF. If you so badly want it, Go for it. The sky is NOT the limit, You are the LIMIT.
Ms Tuhafeni Nashipili
Electronic Eng.
Promoting STEM TO A GIRL CHILD & Educating Girl Child to STEM careers
OHANGWENA REGION
21 -22 October 2019
#STEM FOR GIRLS
21-22 October

WHY OHANGWENA REGION ???
Mainly agriculture rural area
Density of population is highest
Records highest teenage pregnancies,
Highest school drop out rate
Highest Grade 12 exam grades

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Kavango East region
148 teenage pregnancies in the second term
65 fell pregnant through rape
Target group: Learners from Grade 8, 9 and 11
Participation of Fifteen high schools
4000 learners targeted in two days
2670 were female learners
#STEM FOR GIRLS
21-22 October
Objective

• Promote STEM education to learners
• Promote STEM careers to the learners on the threshold of entering university for tertiary education
• Inform learners, parents, counsellors, and the public in general of the achievements of women engineers and the rewarding career opportunities open to engineers
• Advertise and promote female role models in engineering
• Sensitize young generation to negative impact of teenage pregnancy on their education, health and future
#STEM FOR GIRLS
21-22 October
#STEM FOR GIRLS
21-22 October
Ohangwena Region
OUTCOMES

Engineering education and careers need aggressive marketing strategies

ADVERTISEMENT ROLE MODELS

Think ‘Outside of the box strategies’

Need to expose Learners to engineering fields at a young age

Impact of Engineering in our daily lives

Imperative to introduce fundamentals of technology and engineering at a young age

STEM LEAKY PIPELINE? Where, Why, When and What can we do?
#STEM FOR GIRLS
21-22 October
Ohangwena Region
NAMWIE ENGINEERS @ WORK
THANK YOU