



ASEAN Women Engineers Soaring in CAFEO 2025

By

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ASEAN women engineers gathered at the 43rd Conference of the ASEAN Federation of Engineering Organisations (CAFEO 43) in Clark, Pampanga, Philippines, reaffirming their commitment to advancing inclusive, resilient, and sustainable engineering throughout the region. Hosted by the Philippine Technological Council (PTC), the conference was held under the theme “ASEAN Engineers: Beacons of Prosperity, Inclusivity, Equity, Resilience and Sustainability” highlighting the vital role of engineers in shaping a future-ready ASEAN.

Representing Malaysia, 3 committee members from the Institution of Engineers Malaysia Women Engineers Section (IEM-WE) participated in the conference and the Women Engineers Summit 2025, contributing to technical discussions, knowledge sharing, and regional collaboration initiatives. Across ASEAN, women engineers are increasingly stepping forward as innovators, decision-makers, and leaders in addressing challenges related to digital transformation and sustainable development. CAFEO 43 and the Women Engineers Summit 2025 provided a valuable platform to celebrate these achievements while strengthening professional networks and fostering greater collaboration across the region. A key highlight of the conference was the Women Engineers Summit 2025, organised by the Philippine Technological Council – Women Engineers Network (PTC-WEN) on behalf of the Women Engineers of the ASEAN Federation of Engineering Organisations (WE-AFEO).

The summit showcased the achievements and leadership of women engineers and reinforced their growing influence in shaping the future of the engineering profession. Through technical presentations, panel dialogues, and knowledge-sharing sessions, delegates explored how diversity and inclusive leadership contribute to more innovative, resilient, and equitable engineering solutions. Discussions focused on addressing regional challenges through sustainable infrastructure, resilient communities, and engineering practices that support long-term social and economic development. The summit also highlighted the importance of empowering women to take on leadership roles within engineering organisations, industry, academia, and policymaking. Case studies presented by delegates demonstrated how women engineers are leading transformative projects and contributing directly to national and regional sustainability goals. Delegates also exchanged ideas on mentorship, talent development, and strategies to inspire more young women to pursue careers in STEM and engineering.

Beyond the technical programme, CAFEO 43 embraced a holistic approach to professional development. Wellness and empowerment activities, including a Zumba and Walk session as well as a Martial

Arts and Self-Defense programme, emphasised the importance of resilience, confidence, and well-being alongside technical excellence. These activities reflected the conference's broader message that successful engineering careers require both professional competence and personal strength. The conference further strengthened regional cooperation through the WE-AFEO Governing Board Meeting, Country Reports, networking sessions, and the WE-AFEO Dinner, providing opportunities for women engineers to exchange experiences, build partnerships, and explore future collaborations across ASEAN. The participation of the IEM-WE delegation showcased Malaysia's continued commitment to advancing women in engineering. Ir. Rusnida presented a technical paper during the conference, while Ir. Nur Azhani and Ir. Dr. Salmaliza contributed to the summit through a case study presentation and participation in a dialogue panel session. Their involvement reflected the growing leadership and expertise of Malaysian women engineers on the regional stage.

As CAFEO 43 concluded and the conference torch was officially passed to Bandung, Indonesia, host of CAFEO 44, the momentum for greater inclusivity and collaboration continues to grow. The conference demonstrated that women engineers are not only contributing to ASEAN's development, they are helping to lead it. Through platforms such as WE-AFEO, women engineers continue to serve as catalysts for innovation, champions of sustainability, and role models for future generations. Their collective efforts are shaping a more resilient, equitable, and prosperous ASEAN for years to come.



Picture 1. Women Engineers of ASEAN united at CAFEO 43



Picture 2. Celebrating unity and empowerment at the WE-AFEO Dinner