

Diversity and Inclusion in Water Utilities

Soma Ghosh Moulik, Lead Water Supply and Sanitation Specialist, World Bank
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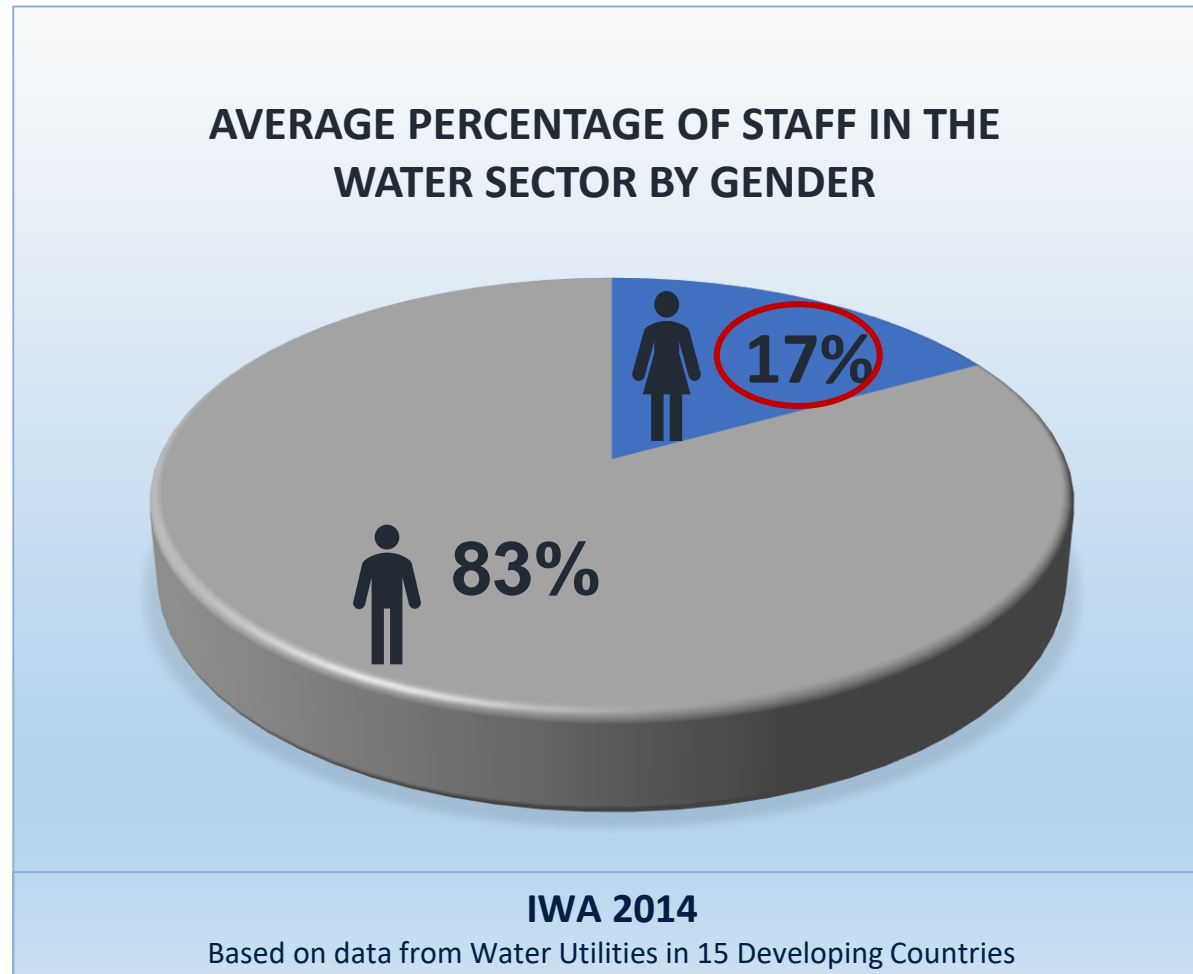


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Women in Water Utilities: The Current Status

Women are underrepresented in the water sector...



And their career advancement is often slower, with few making it to management

Women in Water Utilities: The Context

A Market Issue ?

Demand?

It is not a question of demand....
“Urban water utilities generated the second largest number of jobs between 2010 and 2013.”
- ILO

Is it a question of supply?

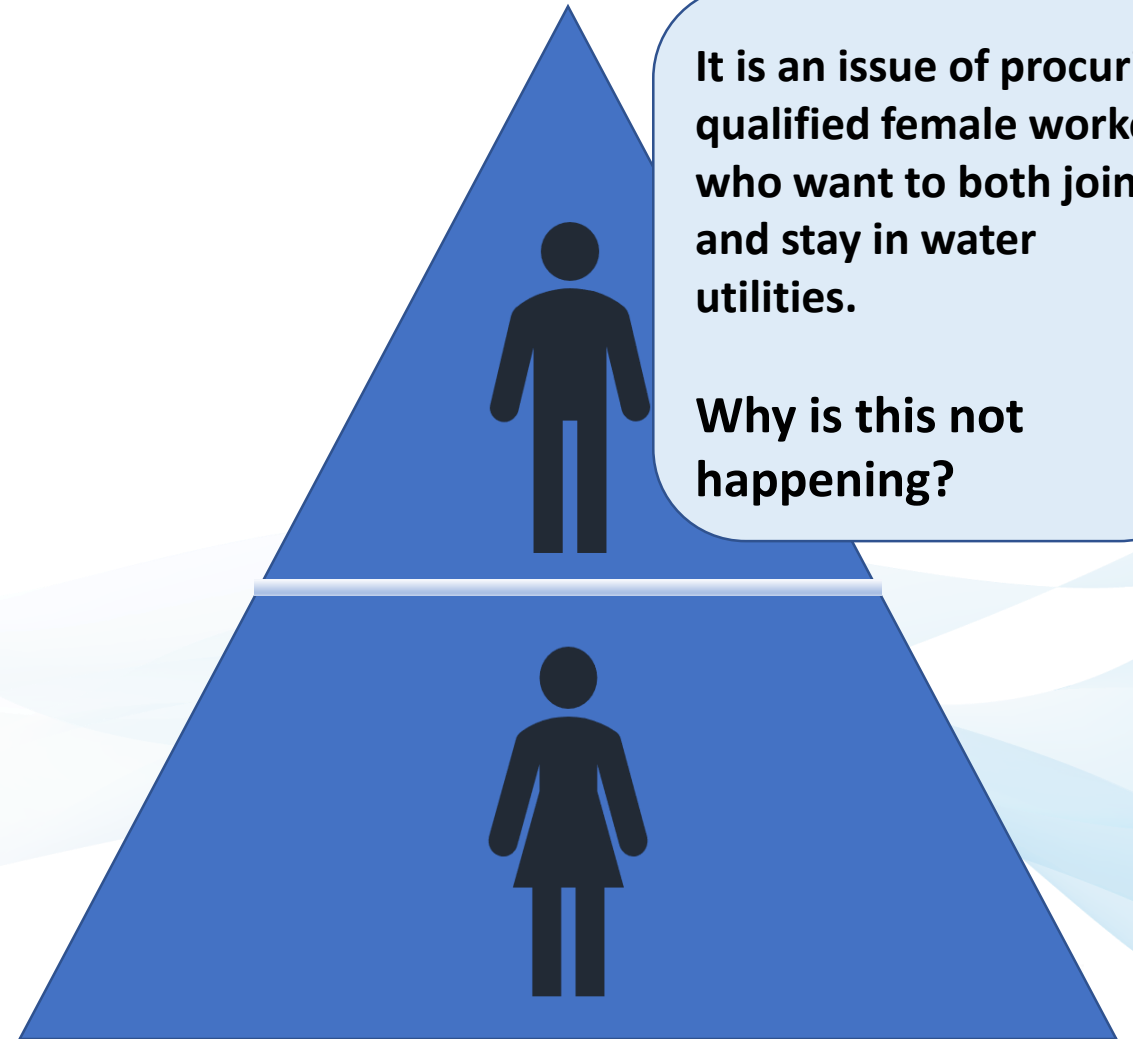
“Only 16% of all female students graduate with STEM degrees, in contrast to 30% of all male students.”
- World Economic Forum

Supply?

Or a Glass Ceiling?

It is an issue of procuring qualified female workers who want to both join and stay in water utilities.

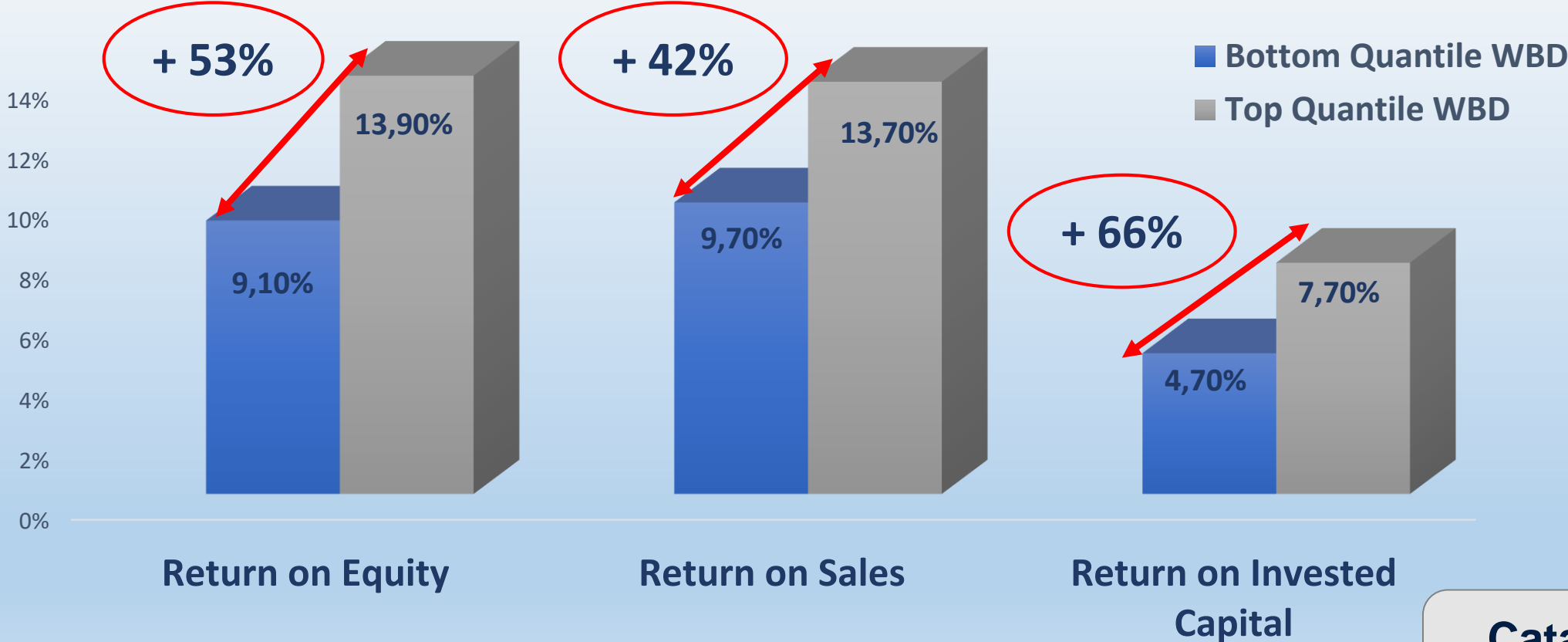
Why is this not happening?



The Value Proposition: Evidence from the Private Sector

Companies with more women in their leadership teams experience better financial performance

FINANCIAL MEASURES BY WOMEN REPRESENTATION ON THE BOARD (WBD)

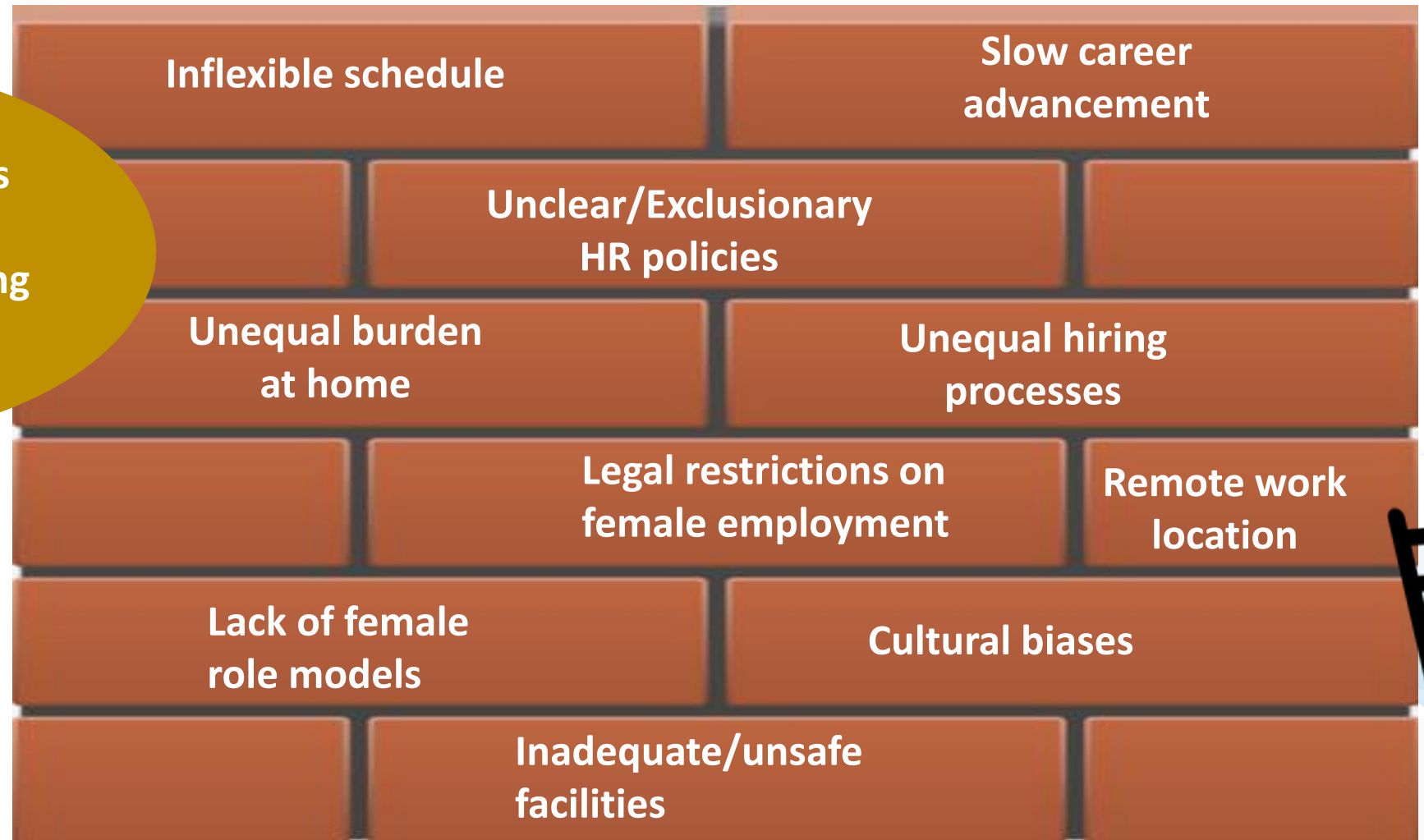


Catalyst,
2007

Women in Water Utilities: The Barriers

However a number of barriers stop women from entering or progressing through careers within water institutions. These include:

Lack of mechanisms to address these obstacles can prevent water institutions from enjoying the fruits of diversity.



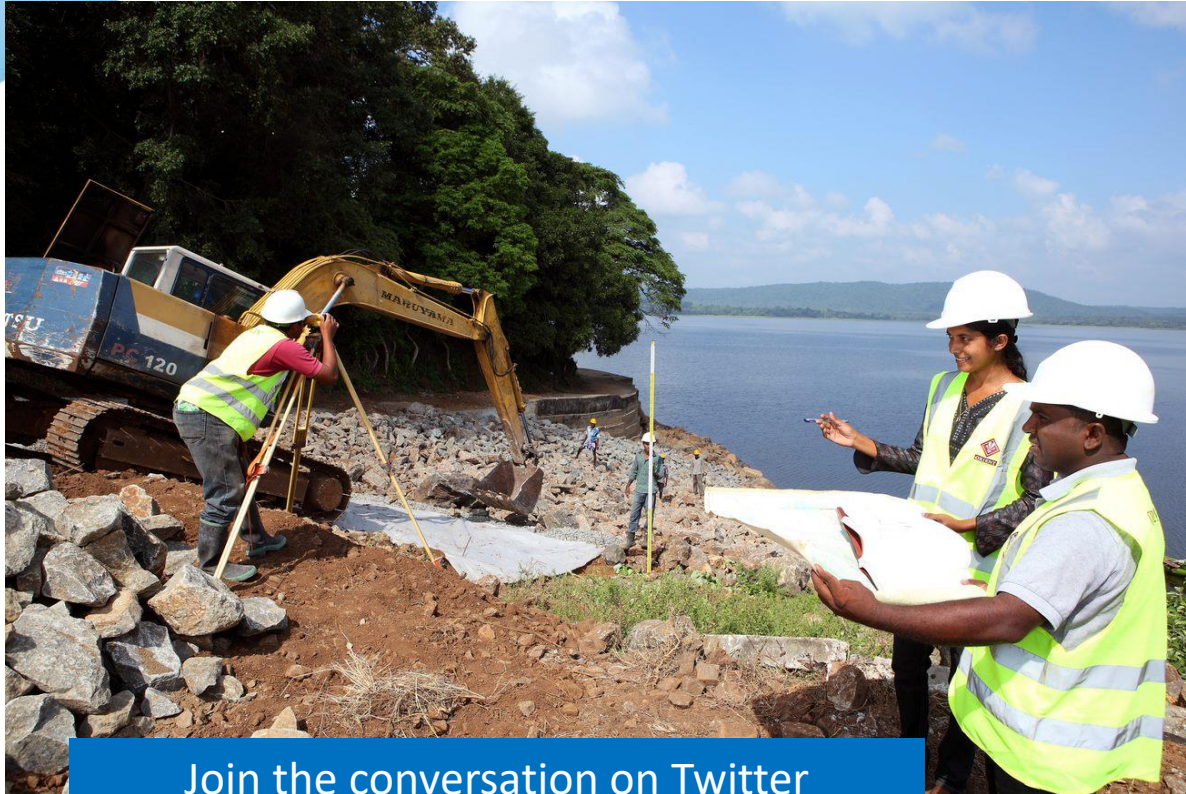
Addressing the Barriers: The World Bank's Work

- Launch of new think piece: *The Rising Tide: A New Look at Water and Gender*
- New analytical work on women in water utilities
- Turning inwards to consider careers of female staff within the Water Practice at the World Bank
- Support to women professionals in water institutions in: China, Egypt, Indonesia, Iraq, Malawi, Tanzania, and more!



Addressing the Barriers: A Joint Effort

A number development partners are also working to address these barriers and promote female participation in water institutions. Many are participating in this session:



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Panelists:

- **Moderator: Ana Gren**, Senior Policy Specialist, Water Resources Management and Sanitation, Sida
- **Judith Enaw**, Secretary General, International Commission for the Congo-Oubangui-Sangha Basin (video address)
- **Olabisi Agbeyo**, General Manager, Ekiti State Water Corporation, Nigeria
- **Amadou Hama Maiga**, Chair, Global Water Partnership-West Africa
- **Clare Novak**, Senior HR Associate, Energy Markets Group



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