

Recommendations

Women and Jobs in the Water Sector: how did she get there?

For organisations

Adopt and support equal opportunity policies and measures.

Top management sets the example and clear measurable targets for employment and career development of women and men

Implement a recruitment policy specifically addressing women and make them welcome.

Encourage women to develop a career as well as lifelong training/development.

Employ equal wages.

Include women in all levels of decision making and strive for at least 30% to ensure that their voices are being heard.

Take measures to create a healthy and safe working place for women and men

Address gender stereotypes since they are the most persistent barriers to create a women friendly culture and take account of cultural differences.

Make work – life balance a favourable condition and address traditional care roles of women and men.

Collect and disseminate a baseline of gender disaggregated data related to the participation of men and women in the water-dependent workforce

Ensure that men as well as women have the opportunity for sufficient and paid parental leave, encourage male employers to make use of this opportunity

Take steps to provide equal opportunities and equal pay for work of equal value

For women

Gain experience

Find some mentors you respect

Apply for interesting jobs in your career (don't be too modest and take risks)

Become part of a network/community and get known (expert witness)

Be active in an interdisciplinary professional body

Never stop learning or practicing

Find solutions for a proper work – life balance: e.g.

Become active and take leadership in your trade union or local organization

Find a way between family responsibilities and own professional goals and think about re-organising family duties

For men

Recognise and utilise the different talents and approaches that women can bring

Look to maximise the contribution of women in your teams

Listen to what women think about the work and workplace of your enterprise

Recognise, but don't over compensate for, the biological differences between the sexes in the way work is organised

Don't patronise or over-protect the women in your organisation

Understand and adapt to local control norms but do not accept them blindly - progress within the limits of the possible

Think carefully about quotas, glass ceilings et cetera in your organisation

Look at the perceived barriers to recruiting women into your organisation - are they real - how can you remove them

Discipline abusive behaviour from men towards women and from women towards men in a consistent manner
Be proud to work for a good female boss