



Presentation from  
**2016 World Water  
Week in Stockholm**

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



**9.00 Welcome: Jack Moss, Executive Director Aquafed**

**9.05 Opening: Professor Joan B. Rose, 2016 Stockholm Water Prize Laureate**

**9.15 What are your experiences?**

**9.45 How did she get there?**

**Diana D'Arras, Senior Vice President Europe Suez Environment, President-elect International Water Association**

**Ushi Eid, former Chair of the United Nations Secretary General's Advisory Board on Water and Sanitation**

**Dieynaba LY, Chef du service facturation à la Direction Clientèle et Marketing, Senegalese des Eaux**

**Lucilla Minelli, Programme and Advocacy Officer, World Water Assessment Programme (WWAP) Unesco**

**10.15 What can we do?**

**Jack Moss, Executive Director Aquafed**

**Carlos Carrion-Crespo, Senior Specialist in Public Services ILO**

**Mariet Verhoef-Cohen, President Women for Water Partnership**

**10.25 Closing: Lesha Witmer, Steering Committee Women for Water Partnership**

**Professor Joan B. Rose,  
2016 Stockholm Water  
Prize Laureate**

# Nurturing and Maximizing the Talent of Women in the Water Sector

Joan B. Rose, Michigan State University (rosejo@msu.edu)

**Women and Jobs in the Water Sector:**

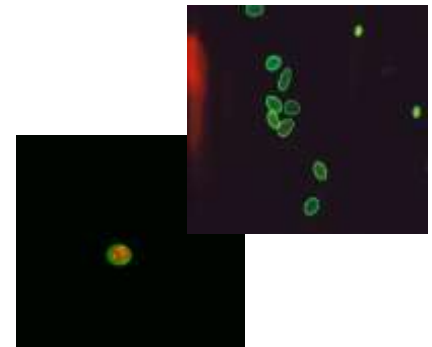
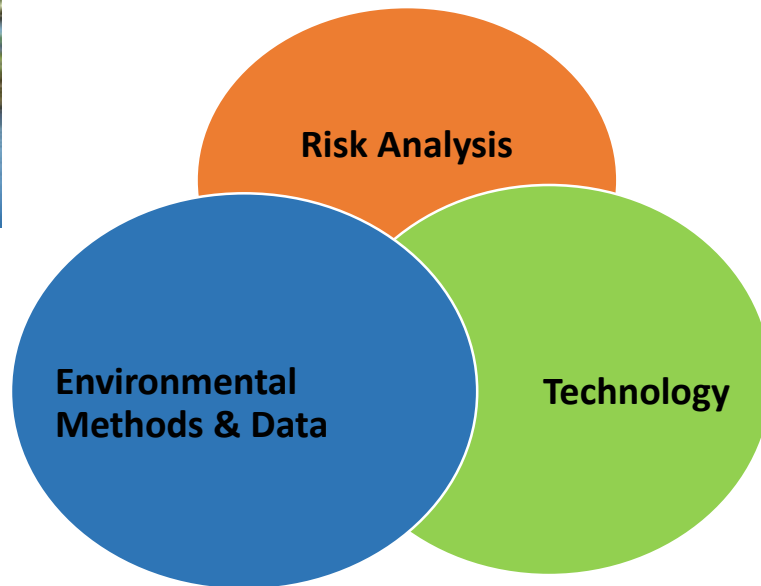
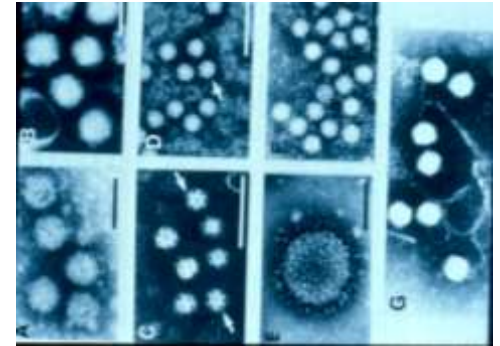
**How did she get there?**

**Conveners:** Aquafed, Borda, ILO, Women for Water Partnership **Sunday 28 August: 9.00 – 10.30 am**

**World Water Week in Stockholm**

**28 August – 2 September, 2016**

# Sinking, Swimming, Floating Lessons from My Life in Water Science



# The Comings And Goings of A Water Microbiologist

From the California desert to Michigan  
and the Great Lakes

From a kid with a chemistry set to a  
“KID” with a qPCR machine



How did you do that? What I discovered:

- Follow your passion
- Ask for help
- Advance your knowledge
- Work with Interdisciplinary groups
- Embrace your colleagues
- Undertake engaged research
- Learn your history

# Lesson: If You Get The Opportunity, Do Not Be Afraid To Move And Work In A New Environment





# Lessons: Know Your Stuff and Share What You Know Learn What You Don't

Health-related water microbiology study of fecal contamination of water and the spread of disease to humans due to recreational and drinking water contamination.

Study the microbes  
Study their occurrence in water  
Study their survival  
Study their transport  
Study outbreaks  
Study their control



# **Lesson: There Will Be Trials And Tribulations**

Proposal plagiarized

Lawsuit at University of South Florida focused on women's salaries

Retaliation by senior college officials regarding voicing problems with the department and college

# Lessons: Do Interdisciplinary Work Cultivate Long Term Collaborations



Contaminant  
detection



Risk

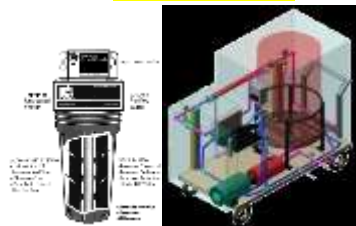


Water  
Safety



Environmental  
assessment

Control



Dr. Chuck Haas

Worked together since 1988

# Lessons: Learn To Communicate Your Science Broadly Share Your Knowledge

Community decision making with  
Community engaged research:  
Relevant  
Timely  
Economical  
Realistic  
Communicated  
With consultation & Partners



# Lessons: Take The Opportunities Learn From Your Colleagues & Students Maintain Connections



# Lesson: Balancing? Family, Friends and Work

Life is a teeter totter

Not much fun to just balance

Ups and downs

Sometimes you hit the ground a bit too hard. Sometimes you are doing all the work, the next others are pushing you up

Play and Share your Life





# Women in Microbiology

As of May 15, 2012 ASM membership was 30,391

37 percent (7,916) are female

10 percent identify as Under Represented Minority women,

55 percent of women indicate that they have an M.D. or PhD, only 40 percent of URM women have the same

Less than 25% of the workforce in utilities including water are women



# Do I have a message?

to encourage organisations to embrace women?

- Create opportunities to network
- Speak up regarding equal pay for equal work
- Be proactive about recruitment, development, and advancement of all women

for women water professionals?

- Join professional organizations one national and one international
- Find mentors and advisors and friends
- Find ways to work together
- Stay committed

# Thank You!

Stay true to yourself

Be honest and fair

Share your story

Never be afraid to ask for help

Assist the next generation



# What are your experiences?



# How did she get there?



**Diana D'Arras, Senior Vice  
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**Lucilla Minelli, Programme  
and Advocacy Officer, World  
Water Assessment  
Programme (WWAP)  
Unesco**



# What can we do?



**Jack Moss, Executive Director  
Aquafed**

**Carlos Carrion-Crespo, Senior  
Specialist in Public Services ILO**

**Mariet Verhoef-Cohen, President  
Women for Water Partnership**

# Recommendations









## For organisations

- ✓ Adopt and support equal opportunity policies and measures.
- ✓ Take steps to provide equal opportunities and equal pay for work of equal value
- ✓ 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
- ✓ 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
- ✓ Encourage women to develop a career as well as lifelong training/development
- ✓ Make work – life balance a favourable condition and address traditional care roles of women and men
- ✓ 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
- ✓ Address gender stereotypes since they are the most persistent barriers to create a women friendly culture and take account of cultural differences
- ✓ Collect and disseminate a baseline of gender disaggregated data related to the participation of men and women in the water-dependent workforce

## 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
- ✓ Find a way between family responsibilities and professional goals; think about re-organising family duties
- ✓ Become active and take leadership in your trade union or local organization



## 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

**If we keep thinking women cannot compete with men, we are not moving forward. Encourage women to pursue education and a career.**

**Men and women bring different perspectives to the table, balance them.**

**Change the mindset and create possibilities.**

**Gender diversity is important to get better products and outcomes.**

**Share experiences, be open, break the stereotypes.**

**Women speak out.**

**Women have dignity.**

**Demand women rights: that's the challenge.**



Thanks for your attention

