From Trickle to Stream: Attracting Female Talent to the Water Sector

Equal Aqua Webinar Series
October 14th, 2020
From assessment to actions: Promoting female employment in Tirana Water Utility

Tirana Water Utility
Presented by Ms. Evis Gjebrea (PhD)
General Deputy Director
The current results for Tirana Water Utility are based on an analysis of the following sources of information:

✓ The period covered March 2017 - March 2018 for the entire workforce of 1,181 employees.

✓ The responses from 499 surveyed employees representing an overall 42% response rate of the total workforce:
  - 241 women representing 77% of the total number of women; and
  - 258 men representing 30% of the total number of men.
CAREER TRANSITIONS CHART
Absolute numbers

Field employees
- Male: 18 Female: 11
- Male: 6 Female: 0
- Male: 115

Specialists
- Male: 9 Female: 5
- Male: 0 Female: 1
- Male: 6 Female: 0
- Male: 141

Head Of Offices
- Male: 0 Female: 0
- Male: 0 Female: 0
- Male: 4 Female: 0
- Male: 41

Directory Directors
- Male: 0 Female: 1
- Male: 4 Female: 37
- Male: 13 Female: 4
- Male: 1

Vice Directors, Department Directors, Support staff of the CEO
- Male: 0 Female: 0
- Male: 0 Female: 0
- Male: 0 Female: 0
- Male: 0 Female: 0

Diagram icons:
- ➣ New Hire
- ➤ Exit
- ➢ Promotion
- ➢ Stay in same position or lateral move

Legend:
- Red = Female
- Blue = Male

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Tirana Water Utility demonstrates an underrepresentation of women identified as part of the profit and loss population at the Head of Offices level when compared with the overall representation of men and women, and an overall good alignment at the levels of Directory Directors and Vice Directors, Department Directors, Support staff of the CEO.

CAREER ACCELERATORS
Profit & loss responsibility roles and top talent

<table>
<thead>
<tr>
<th>Specialists</th>
<th>Head of Offices</th>
<th>Directory Directors</th>
<th>Deputy Directors, Department Director and Support Staff of the CEO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>P&amp;L</td>
<td>TT</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>P&amp;L</td>
<td>TT</td>
<td></td>
</tr>
<tr>
<td>48%</td>
<td>52%</td>
<td>63%</td>
<td></td>
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<tr>
<td>52%</td>
<td>48%</td>
<td>37%</td>
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<tr>
<td>76%</td>
<td>77%</td>
<td>83%</td>
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<td>24%</td>
<td>23%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>20%</td>
<td>80%</td>
<td>20%</td>
<td></td>
</tr>
</tbody>
</table>

P&L = Engineering Department, Sales Department, All District Units, and Vice Directors (Making decisions, gaining profits for the Company)
TT = Tirana Water Utility does not have a procedure to identify top talents
The effectiveness of policies and practices to ensure equitable career flows is below the EDGE Standard of 65% in all of the five areas of analysis.
PROPOSED ACTIONS

- Set targets or objectives for the gender composition by management level and have an action plan in place on how to meet the targets/objectives.
- Conduct yearly gender pay gap assessments which cover base salaries, but also bonuses and other cash benefits by using a regression analysis.
- Ensure that all candidates for management positions (from junior to top management) are systematically interviewed by both male and female managers.
- Set targets for gender composition of top talent and ensure that both men and women are equally represented in the top talent population at every level of responsibility in the company.
- Set up formal sponsorship programmes for men and women and measure their effectiveness in terms of the rates of promotions of men and women mentees.
Objectives for the gender composition by management level set in the revised Business Plan 2020-2024 consisting on developing policy specifically for gender.

Cooperation set with Mediterranean University to conduct yearly gender pay gap assessments by using a regression analysis.

Candidates for management positions (from junior to top management) are systematically interviewed by both male and female managers.

In process setting up formal sponsorship programme for men and women to follow advanced studies in the water sector.
UKT has signed 4 internship programs since year 2010 with:
- Association for Water and Wastewater
- Faculty of Civil Engineering
- Polytechnic University
- Ministry of Education and Sports

From 2010 till now 18 interns (1.8/year) were hired of which:
- 8 are male
- 10 are female
WASH Professional Development

Next generation of Women WASH leaders

Thavin So
WaterAid Cambodia

14/10/20
Contexts

• Less women in WASH workforce
  ✓ Small Private water operators: Out of 153, only 31 are female license holders (20%)\(^1\).
  ✓ Technical fields related to WASH is traditionally male-dominated in Cambodia.

• Lack of women participation and leadership in the sector.
  ✓ Out of 25 provincial department responsible for rural WASH, only 1 is leading by women.
  ✓ Only 18% of MISTI staff are women\(^1\).

1. CWA, Gender analysis in Water Supply, 2018
Contexts

Key factors

• Gender stereotyping
• Limited access to information related to course availability and career prospects
• High cost of tuition fee
• Lack of empowerment
WaterAid Approaches

- High school student
- University student
- Young Professional
- Professional

WASH careers information
Female WASH scholarships
Young Professionals Program
On-line learning
Internships
Job portal
Professional development networks
Female WASH Scholarship

• Support young women to pursue WASH engineering degree

• Provide leadership program to young women

• Mentoring program with women professional

• Internship program – link between students and potential employers

• Scholarship batch 1-10 young women
Storytelling to inspire others

• Provide capacity building on;
  ✓ Personal branding
  ✓ Communication skills
  ✓ Storytelling
  ✓ Blog writing and video

• Exposure to understand WASH issue at community

• Create platform to share stories to other young women

https://4followme.home.blog/
Young Professionals Program

• 16 weeks capacity building program consists of:
  ✓ Training courses
  ✓ Mentoring
  ✓ Community placement – field exposure visit
  ✓ Solution development
  ✓ Pitching
  ✓ Platform to network and learn from WASH professional
Young Professional Program

• Targeting 70% women
• A bridge program for young graduates and new job starters to build career in WASH
• Focuses on soft skill and practical knowledge on Cambodia WASH issues
Stories from young women

Ms. Chheang Mariny holds a master’s degree in Environmental Engineering at Chulalongkorn University (Thailand) and a bachelor’s degree in Water Resources Engineering and Rural Infrastructure at Institute of Technology of Cambodia (Cambodia). She had an experience in water/wastewater treatment, air pollution assessment, water supply, hydrology, and research assistant during her studying. Recently, she has been working as Technology Development Specialist at Engineers Without Borders Australia (EWB) bases in Cambodia which focuses on developing, trialing, and delivering an appropriate technology for Rural Water and Sanitation in Challenging Environment and Mobility in Cambodia.

Besides studying at school, she also involved in many social works, particularly in WASH sector. She has volunteered as Eco-leader of ASEAN Youth Volunteer Program (AYVP) since 2015 to raise awareness of water, sanitation and hygiene, safe drinking water campaign, and vulnerability and adaptation to climate change with 10 ASEAN countries in floating village at Krokor village, Pursat province. In 2016, she and her team have won a mini project grant to establish an activity leader.

Meet more young women who are training to become water leaders through our project (web link)

Ms. LAKANNA KOUNKUNN

My name is Lakanna, a Food Science graduate from the Royal University of Agriculture (RUA). I continue my second bachelor’s degree in Environment Science at Pannasastra University of Cambodia (PUC). Currently, I work as an assistant to the Faculty of Mathematics, Science and Engineering at PUC.

In Cambodia, we run an H&M-funded project that ensures that more women can train as water engineers.

In Cambodia, more than four million people lack clean water, and twice as many, eight million, have no toilet.
For more information, please contact:

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Thank you!