

2024 DANUBE WATER FORUM



“WOMEN IN WATER PROJECT” by IWA SPECIALIST GROUP “SUSTAINABILITY IN THE WATER SECTOR”

Prepared by:
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LIUDMYLA ODUD
CHERYL DAVIS

Examples of regional and national Capacity Development in the Danube region

Katerina Schilling, IAWD, Elisabeta Poci, Water Supply and Sewerage
Association of Albania and Arlinda Ibrahimllari, UKKO Korca





IWA SPECIALIST GROUP ON SUSTAINABILITY IN THE WATER
SECTOR
INTERNATIONAL WEBINAR



Empowering Women in Water



WEBINAR

8 March 2021 | 15:00 CET
iwa-network.org/webinars

inspiring change

IWA SPECIALIST GROUP ON SUSTAINABILITY IN THE WATER SECTOR - SPEAKERS



**Korpo
Jensen**
Liberia

**Norhayati
Abdullah**
Malaysia

**Elisabeta
Poçi**
Albania

**Diana
Ulloa**
Ecuador

**Suvritha
Ramphal**
South Africa

**Rosie
Wheen**
Australia

**Liudmyla
Odud**
Ukraine

**Arlinda
Ibrahimllari**
Albania

<https://iwa-network.org/learn/empowering-women-in-water/>

IWA SPECIALIST GROUP ON SUSTAINABILITY IN THE WATER
SECTOR
LAC COUNTRIES WEBINAR



Empowering Women in
Water: Perspectives
from Latin America and
the Caribbean

Empoderando a las
Mujeres en Agua:
perspectivas de America
Latina y el Caribe



WEBINAR

8 Mar 2022 | 15:00 GMT

English & Español (live translation)

iwa-network.org/webinars

IWA SPECIALIST GROUP ON SUSTAINABILITY IN THE WATER SECTOR – LAC WEBINAR SPEAKERS



**Blanca
Jimenez**
France



**Martha Orta
Zambrano**
Ecuador



Juanita Ayala
Colombia



Malena Galmarini
Argentina



**Geisel
Sánchez
Murillo**
Costa Rica



Sharon Archie
Trinidad and
Tobago

<https://iwa-network.org/learn/empowering-women-in-water-perspectives-from-latin-america-and-the-caribbean/>

IWA World Water Congress & Exhibition

11 – 15 September 2022 | Copenhagen, Denmark



“HOW THE WATER INDUSTRY CAN SUPPORT WOMEN INTERNATIONALLY”

Arlinda Ibrahimllari, UK Consulting, Canada
Liudmyla Odud, UNMISS, South Sudan



Inspiring change

IWA SPECIALIST GROUP ON SUSTAINABILITY IN THE WATER SECTOR – WORKSHOP SPEAKERS



Diane d'Arras
IWA Past
President
France



Louise Dudley
AWWA
Australia



Titilola Bright-
Oridami
Lagos Water
Corporation
Nigeria



Eugenia Ghiotto
AYSA
Argentina



Cheryl Davis
IWA Fellow and IWA
SG Chair
USA

Empowering women in water – perspectives from the African region

08/03/2023

IWA SPECIALIST GROUP ON SUSTAINABILITY IN THE WATER SECTOR WEBINAR – AFRICA COUNTRIES - 8 MARCH 2023



Chataign
e Djuma
DRC

Geraldine
Mpouma
Logmo
Cameroon

Maggie
Momba
South Africa

Leunita
Sumba
Kenya

Maha
Khallaf
Egypt

Siyka
Radilova
UK

Arlinda
Ibrahimllari
Albania



Empowering Women in Water: Perspectives from the Asia-Pacific Region

08 MARCH 2024



PANELISTS AND MODERATORS



**Nupur
Bahadur**

India

**Gillian
Blythe**

New
Zealand

**Xiaohong
Guan**

China

**Ginalyn
Robel
Marzan
Brazil**

Japan

**Salmah
Zakaria**

Malaysia

**Pat
McCafferty**

Australia

**Liudmyla
Odud**

Ukraine

**Norhayati
Abdullah**

Malaysia

<https://iwa-network.org/learn/empowering-women-in-water-perspectives-from-asia-pacific/>

IWA WATER DEVELOPMENT CONGRESS & EXHIBITION 2023 IN KIGALI, RWANDA



Recognition of the
Women in Work Project,
with the President and
Executive Director of IWA

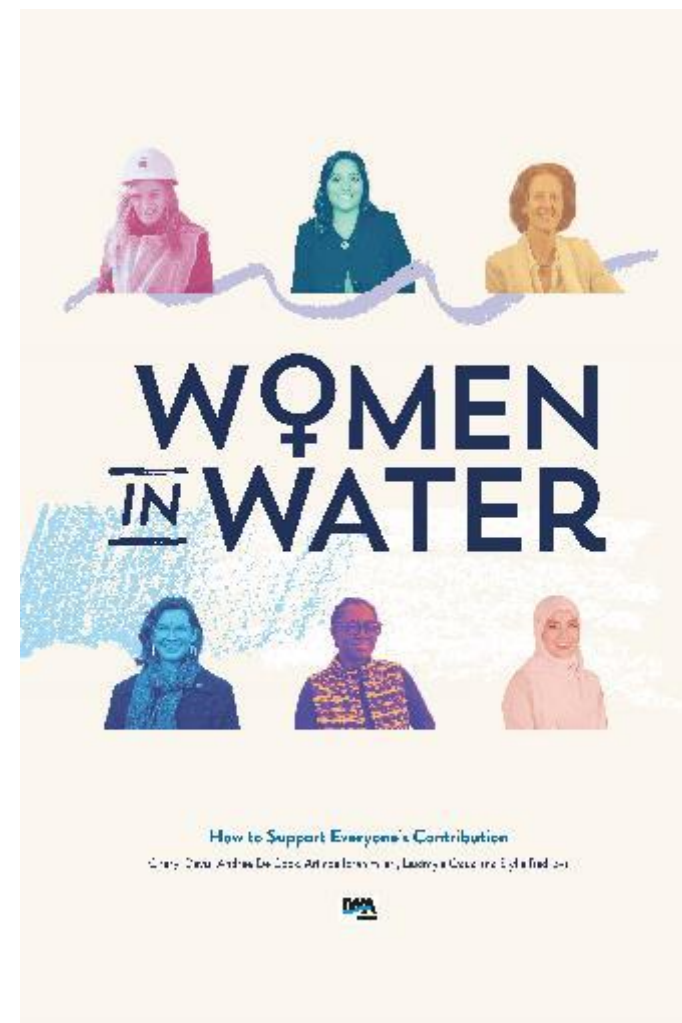


IWA SG OPEN ACCES BOOK!!

WOMEN IN WATER: HOW TO SUPPORT EVERYONE'S CONTRIBUTION



- Published by IWA Publishing in 2024
- Authors: Cheryl Davis; Andrée De Cock; Arlinda Ibrahimllari; Liudmyla Odud; Siyka Radilova
- **IWA Publishing**
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- ISBN electronic: 9781789064070
- <https://iwaponline.com/ebooks/book/914/Women-in-WaterHow-to-Support-Everyone-s>



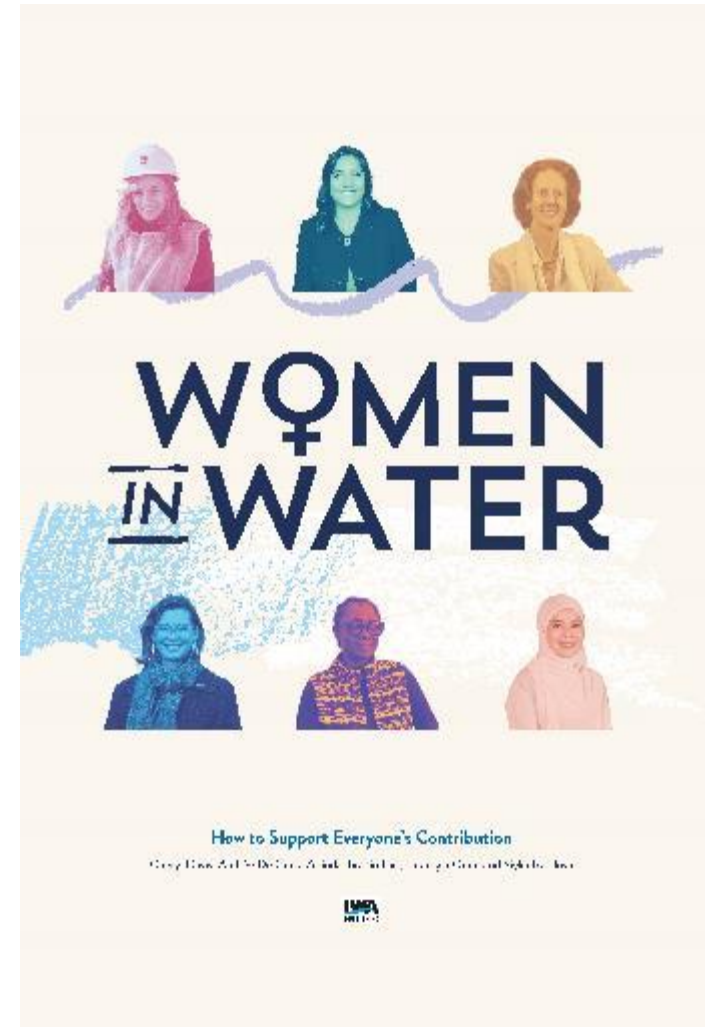
IWA SG OPEN ACCES BOOK!!

WOMEN IN WATER: HOW TO SUPPORT EVERYONE'S CONTRIBUTION



CHAPTERS

- Career Opportunities and Advancement
- Disrespectful Behavior
- Self-Confidence
- Impact of Age on Challenges Experienced
- Work-Life Balance
- Mentoring and Staff Development
- Attributes and Perspectives of Women
- Next Steps



CAREER OPPORTUNITIES AND ADVANCEMENT

Suvritha Rampal (South Africa)

“Women are still under-represented in the Water and Sanitation sector in South Africa. There are regulation and laws in place to help change those dynamics in the country especially in private companies. Yes, we are under-represented and yes, we have created an enabling environment to change this but not fast enough. There are cultural, social norms that we have to change. How women perceive themselves has to change as well!”



DISRESPECTFUL BEHAVIOR

Elisabeta Poci (Albania)

“In the early steps of my career, I had prepared for a meeting. I had prepared everything to perfection, every detail was checked. A big table in our meeting room was full of men. And there was a moment when the discussion was heated. I hadn’t spoken a word. But I felt I had to clarify something. So, I spoke up although I was intimidated. I could not even hear myself, that’s how loud the discussion was. And the man sitting right next to me turned to me and said, “You do not have the right to speak.”



SELF-CONFIDENCE

Rosie Wheen (Australia)

“I’ve really come to understand for myself what some of the self-talk is that holds me back from speaking out when I want to, what keeps me from challenging issues with confidence and really holding my power. When I was a young girl, what was rewarded was to be quiet, to be polite, not to question. I want to be kind and respect others. But I also want to challenge how things are and to change them. Sometimes I use little tricks to get myself feeling confident, things like listening to music lift my energy. I love using a power pose to give myself strength. Have a go!”



IMPACT OF AGE ON CHALLENGES EXPERIENCED

Chataigne Djuma (DR Congo)

“At the beginning of my career, I would be told, ‘You have no experience, you are too young for this’ or ‘You are a woman, what can you do when you are working in the field?’ but I believe now that people are beginning to understand that gender equity is a non-negotiable human right.”



WORK/LIFE BALANCE

Norhayati Abdullah (Malaysia)

“Women with family responsibilities should be seen as equally capable of taking on challenging tasks. Opportunities should be made available within the water sector for women to be much more involved, not only at the working level but also in decision-making positions. One factor is having male colleagues who are not supporting or sponsoring the progression of female colleagues in their careers. But women might also think themselves that they are incapable. This is basically all in the mindset, which is not allowing us to see ourselves as progressing in expanding our professional careers.”



MENTORING AND STAFF DEVELOPMENT

Juanita Ayala (Colombia/Sweden)

“If you don’t know the person you want to have as a mentor, reach out. Politely but casually present yourself and ask what you want to know. It is important to be able to ask for help/support/mentoring. This does not mean you are a failure or weak. In those moments of support, great ideas can be developed. Mentoring is an empowering way to support other women to progress in the sector and be an agent of change.”



ATTRIBUTES AND PERSPECTIVES OF WOMEN

Korpo Jensen (Liberia)

“There are few water professionals playing strong roles in a technically male-dominated sector, hence, there is a need for strong female participation in every sphere of the sector. Most decisions made are politically driven. My entry into the water sector and knowledge gaining, has been an opportunity to help save the lives of women and children, by providing services in slum and rural communities. I want to encourage female workers not to give up on the task at hand.”



OPPORTUNITIES

Louise Dudley (Australia)

“I think it’s important for the industry to look at the issue of equality more holistically. Rather than addressing it solely as one of gender balance, the focus needs to be on fostering a culture of diversity and inclusion, where difference is respected and embraced and where an individual’s contribution, knowledge, skillset and experience are valued and recognized. As a role model women, I think the best thing I can do is to encourage a culture where difference and diversity are valued, where everyone feels able to bring their best self into the workspace every day”



NEXT STEPS

- Research to gather ideas on how women, men, and organizations can have an effect on all of the challenges discussed in the book;
- Process: A series of workshops with Water Professionals in different parts of the globe to gather ideas;
- Development of educational materials that would combine information from the book and our webinars on problems with opportunities to discuss that women, men, and organizations can do to support everyone's contribution;
- A continued discussion during the next IWA 2024 World Water Congress & Exhibition in Toronto in August.



Learn more at

<https://iwaponline.com/ebooks/book/914/Women-in-WaterHow-to-Support-Everyone-s>