

Danube Water Forum - “Riding the Wave – Water Sector Innovations for a New Climate Reality”

Navigating the Water Sector Workforce as a Young Female Engineer Personal Reflections and Insights

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Urban Waste Water Treatment Plant – Gjakova, Kosovo

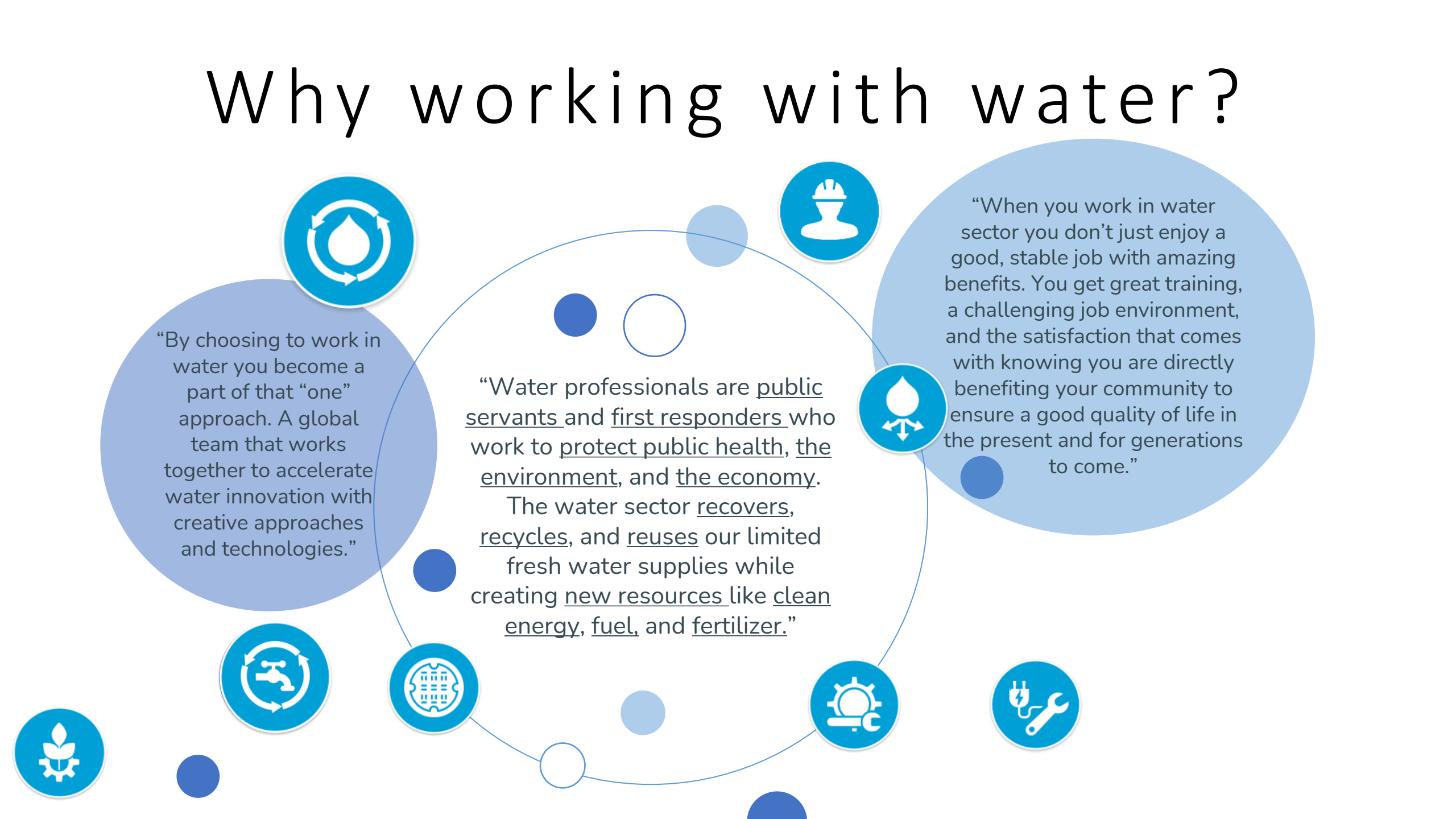
- Alternative one-stage activated sludge treatment process with simultaneous aerobic sludge stabilization for CO₂ and N₂ removal.
- Treatment capacity 30 000 p.e (phase A)
- This project was implemented within the Development Cooperation between the Republic of Kosovo and the Federal Republic of Germany through the KfW Development Bank and the Swiss Government through the State Secretariat for Economic Affairs (SECO) and the Municipality of Gjakova.
- Part of the "Sewage Disposal in Southwest Kosovo Phase III", the very first Urban Waste Water Treatment Plants in Kosovo (Gjakova, Peja and Prizren).



This is our team 😊



Why working with water?



“By choosing to work in water you become a part of that “one” approach. A global team that works together to accelerate water innovation with creative approaches and technologies.”

“Water professionals are public servants and first responders who work to protect public health, the environment, and the economy. The water sector recovers, recycles, and reuses our limited fresh water supplies while creating new resources like clean energy, fuel, and fertilizer.”

“When you work in water sector you don’t just enjoy a good, stable job with amazing benefits. You get great training, a challenging job environment, and the satisfaction that comes with knowing you are directly benefiting your community to ensure a good quality of life in the present and for generations to come.”

We will support you!

Well done!

What she is doing here?

It's better to find "a female" job!

Are you sure?

So proud of you!

The woman should stay at home!

You can do it, we trust you!

You deserve it!

This is a man's world!

You're a hard worker!

It will be very difficult for you!

You're doing great!

Who is the manager here?

C h o o s e t o G o G r e e n !



Overcoming Challenges

Stereotypes and Biases → Confronting preconceived notions

- Demonstrating competence through high-quality work
- Continuous learning and professional development
- Seeking mentorship for guidance and support

Imposter Syndrome → Building confidence

- Acknowledging accomplishments
- Positive self-talk and feedback from peers and mentors

Building a Supportive Network

Professional Organizations:

- Joining different professional groups
- Networking opportunities, resources, and training

Peer Groups:

- Sharing experiences and challenges
- Collaborating on projects
- Providing mutual support

Taking Advantage of Opportunities

- Creative Initiatives: Assisting with initiatives related to water quality and sustainability
- Leadership roles: Taking on positions of leadership in initiatives and organizations
- Professional Development: Seeking more advanced training and certifications

Advocating for Change →

Promoting Diversity and Inclusion

- Participating in or starting initiatives
- Mentoring others
- Speaking up against bias and discrimination

Balance your Professional and Personal Life

- Time Management
- Self-Care

Young Female Engineer in Wastewater Sector:

What helped me?

- **Personal and professional development:** Continuing education, participation in professional organizations and trainings, research, international network, improve job performance, increase duties and responsibilities.
- **Getting out of the comfort zone:** Discover more about potential challenges. The more you know, the less scary it may seem!
- **Perseverance and dedication:** focused and committed on reaching goals despite adversity.
- **Choosing role models:** that serves as sources of inspiration, encouragement, and motivation. Role models are crucial to getting women of all ages to enter the water sector by reducing gender stereotypes and inspiring women to engage with the sector.



Thank you!

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