

Inclusive WASH Workforce: Guidance on how Water and WASH organisations can become more inclusive

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Achieving SDG6 in a Changing Climate



#WaWF23

Acknowledgments

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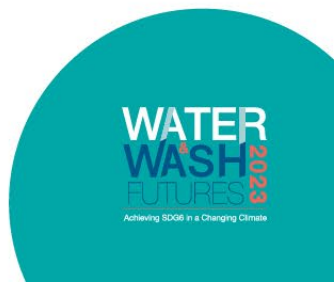
Avni Kumar



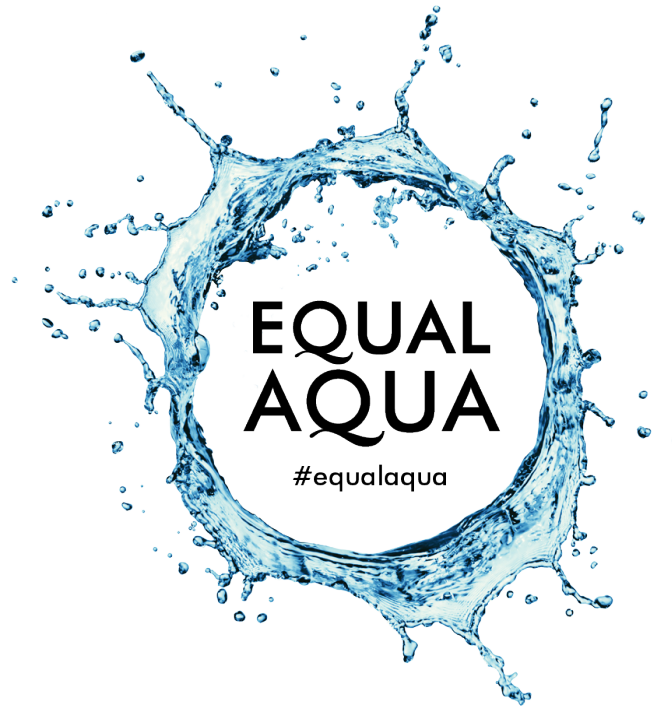
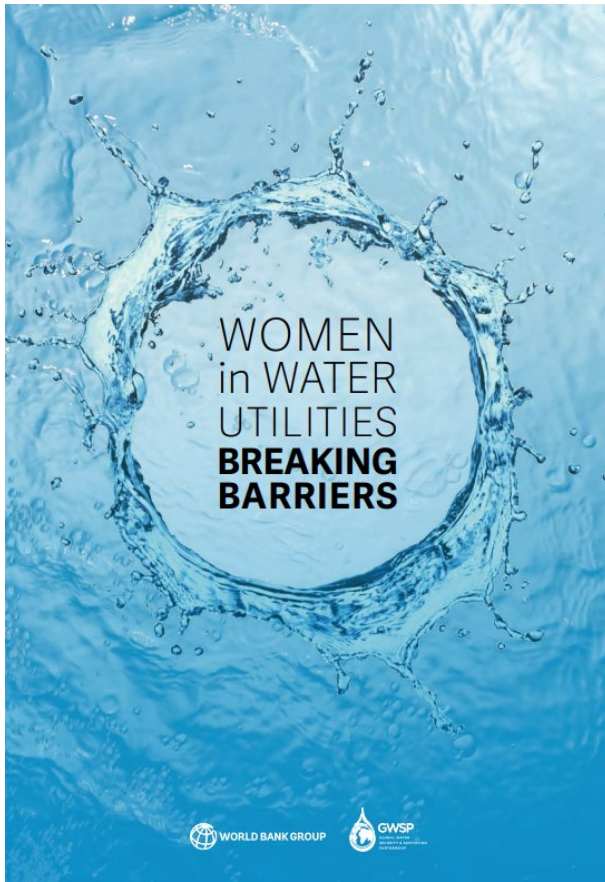
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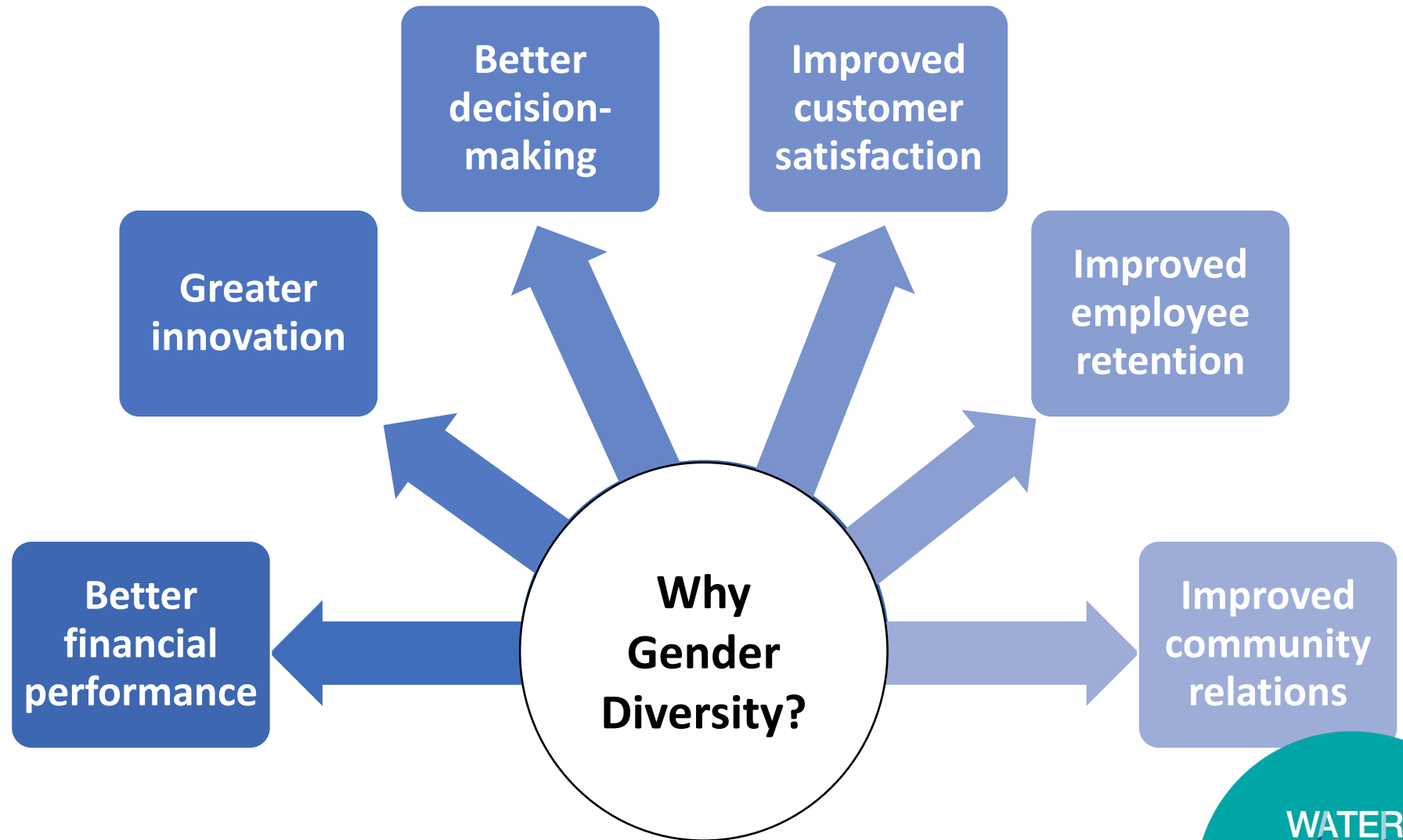
Juliet Willetts



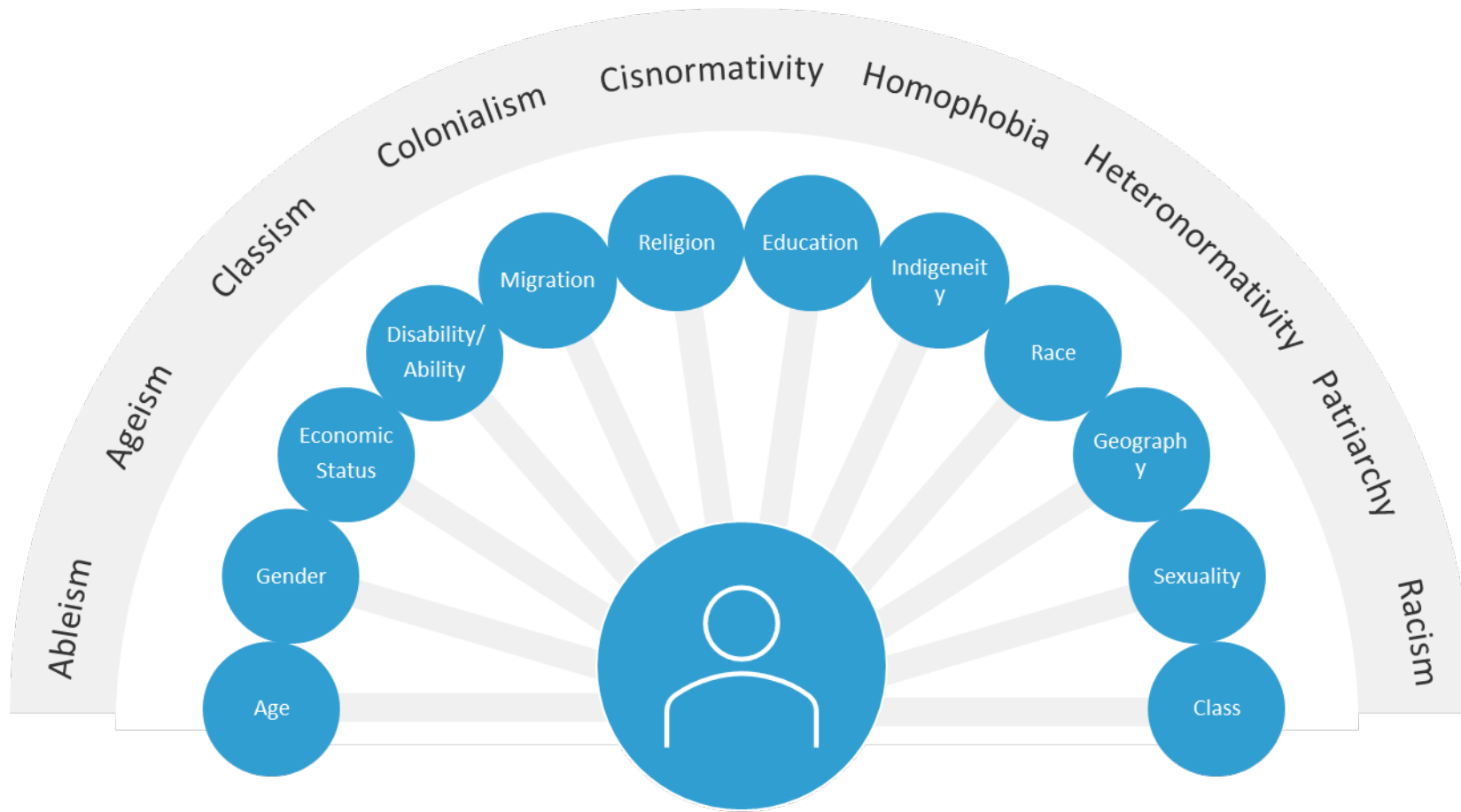
World Bank and UTS-ISF Partnership



Why promote Gender Diversity in the water and sanitation workforce?

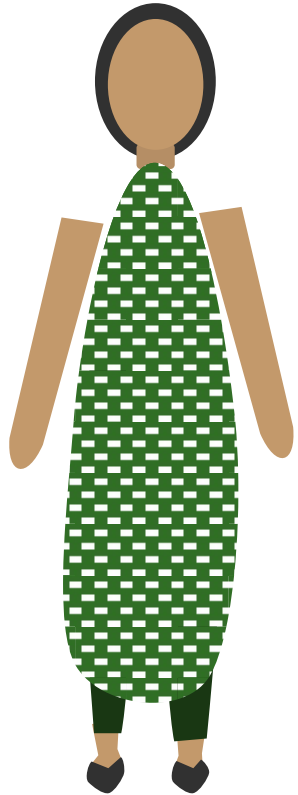


Inclusion means addressing diversity, gender diversity and intersectionality



- Representation of intersectionality from the perspective of individual characteristics and societal power
- ISF tools and guidance include a focus on gender, people with a disability, sexual and gender minorities, Indigenous and other diversity dimensions

A framework to consider inclusion at every stage



Societal Expectations

- Understand the values and dynamics within an organisation in relation to gender equality, disability and social inclusion (GEDSI), prior to choosing what activities to use to advance GEDSI
- Ensures strategies are well-targeted to the particular challenges relevant to that organisation and its context

Examples of activities

- GEDSI audits
- GEDSI pay gap assessments
- International standards on GEDSI transparency
- Scorecards on gender equality, disability and social inclusion



Attraction

- Attract a diversity of people from diverse disciplines to WASH roles
- Understand the factors that shape a person's decision to pursue technical, policy, research and other professional roles in the WASH sector

Barriers include:

- Societal stereotypes and prevailing norms
- Limited role models

Examples of activities

- | | |
|-------------------------------|------------------------------|
| → Outreach programs | → Scholarships and subsidies |
| → Gender-sensitive curriculum | → Youth networks |
| → Apprenticeship programs | → Mentor programs |



- Eliminate discrimination in recruitment processes and encourage diverse participants

Barriers include:

- Biased language in job advertisements
- Prejudiced questions at the interview stage
- Attitudinal bias and assumptions towards people with disabilities
- Inaccessible environments at interviews

Example of activities

- Rephrasing job advertisements
- Inclusive hiring policies
- Training on anonymous recruitment procedures
- Quotas or hiring incentives



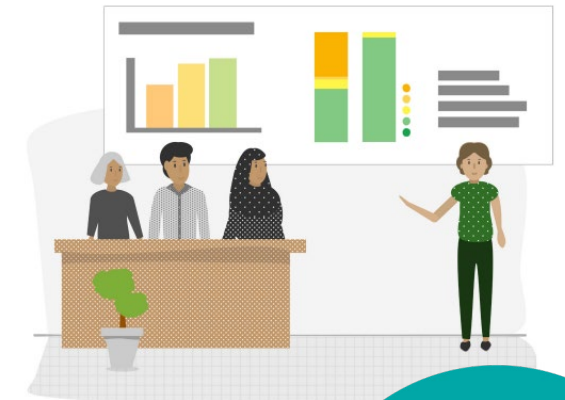
- **Informal dynamics** that foster safe and equal workplaces by shaping who are the decision-makers, who has voice and influence and whether there is support and acceptance of diverse leadership styles
- **Formal policies** that support all individuals to have an equitable balance of work-life demands, accessible facilities and eliminate sexual harassment and discrimination

Barriers include:

- Inflexible working arrangements
- Lack of policies to prevent discrimination or harassment

Examples of activities

- Equality, diversity and inclusion strategy, endorsed by the Executive level
- Partnering with a Disability Employment Service and/or Organisations of People with Disabilities (DPOs/OPDs)
- Policies and initiatives to redistribute care responsibilities
- Formal and informal networks of women WASH professionals



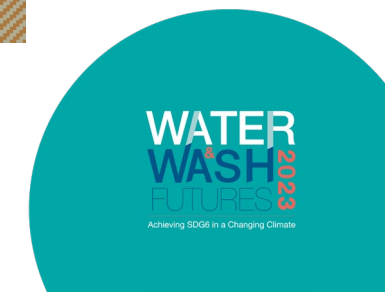
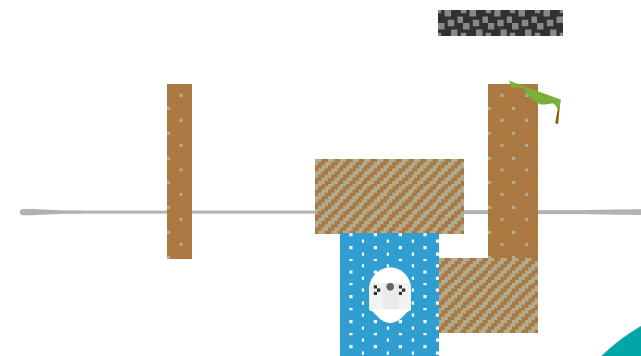
- Training, mentorship, networking opportunities, supporting leadership, promotion and career advancement for all staff

Barriers include:

- Gendered social and reproductive roles that lead to a ‘double burden’
- Deeply ingrained stereotypes about leadership styles and qualities
- Lack of leadership training

Examples of activities

- Formal and informal networks
- Training and professional development opportunities
- Training staff on gender mainstreaming
- Role models
- Flexible working hours and options





Societal expectations


- Taking a systems approach requires moving beyond seeing the issue as an **individual** or **organisational** problem, to seeing it as a **societal** and **structural** issue
- The ‘invisible’ realm that permeates culture and organisations and influences decision-making subtly and in a generally socially accepted way

Examples of activities

- Engage men to take the lead as agents of change
- Partner with community groups to draw on their experience in shifting norms
- Adopt trans-inclusive policies in the workplace
- Partner with rights holder organisations, such as women’s organisations, Organisations of People with Disabilities (OPDs), organisations representing sexual and gender minorities (SGM)

Guidance and a database of over 180 activities to support inclusive workplaces

Inclusive Water and Sanitation Workplaces Database




Framework Stage	Area of Inclusion	Sub-category	Type of activity	Description of activity	Organisation implementing the activity
1. Diagnose	Gender Equality	Data collection	Assess organisational systems, structures and research indicators, to get an understanding of gender parity within the organisation	Develop a Gender Parity Score (GPS) using 15 indicators of gender equality in work and society to measure countries progress towards parity.	McKinsey & Company
1. Diagnose	Gender Equality	Data collection	Conduct gender audits	Gender audits fall in of gender audits and characteristics. See 1180s as many used specific methods. In Participatory Gender Prompts on the gender	
1. Diagnose	Gender Equality	Data collection	Advocate for partner organisations to conduct gender audits	Advocate for governments and analysis to measure the organisation.	
1. Diagnose	Gender Equality	Evaluate employment outcomes with rights holder organisations	WASH NGOs to get and raise awareness among men with improving education empowerment.		
1. Diagnose	Intersectionality	Conduct intersectionally research within the organisation to get a better understanding of the range of factors that support or hinder people (beyond gender)	Using intersectional inequality regimes. If both are, for example reproduced in a particular way.		
1. Diagnose	Intersectionality	Measures put in place to track cultural diversity	Develop principles to Provides guidance on background of your inclusive, and well in		

Inclusive water, sanitation and hygiene (WASH) workplaces

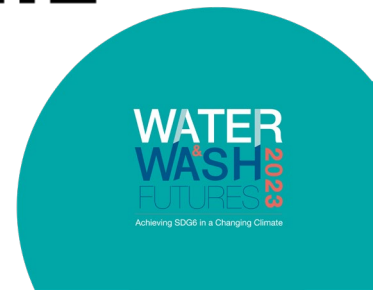
GUIDANCE FOR THE WASH SECTOR
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THRIVE NETWORKS | Water For Women | Australian Aid | UTS | MELAN HILL INTERNATIONAL BUSINESS | PLAN | cbm | inclusion industry group | IWDA | edge effect

Access the resources, via the QR code below



Engaging with water institutions: El Salitre Wastewater Treatment Plant, Colombia

Diagnosis

Attraction

Recruitment

Retention

Advancement





Tools for inclusive water institutions

- Build awareness
 - Video
 - Case studies, slide decks
- Build evidence
 - Women in Utilities report
 - Breaking barriers database
 - Diagnostic tools & scorecards
- Build capacity/ develop tools and resources
 - Webinars
 - Self-paced e-learning
 - Database of inclusive actions



Thank you



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