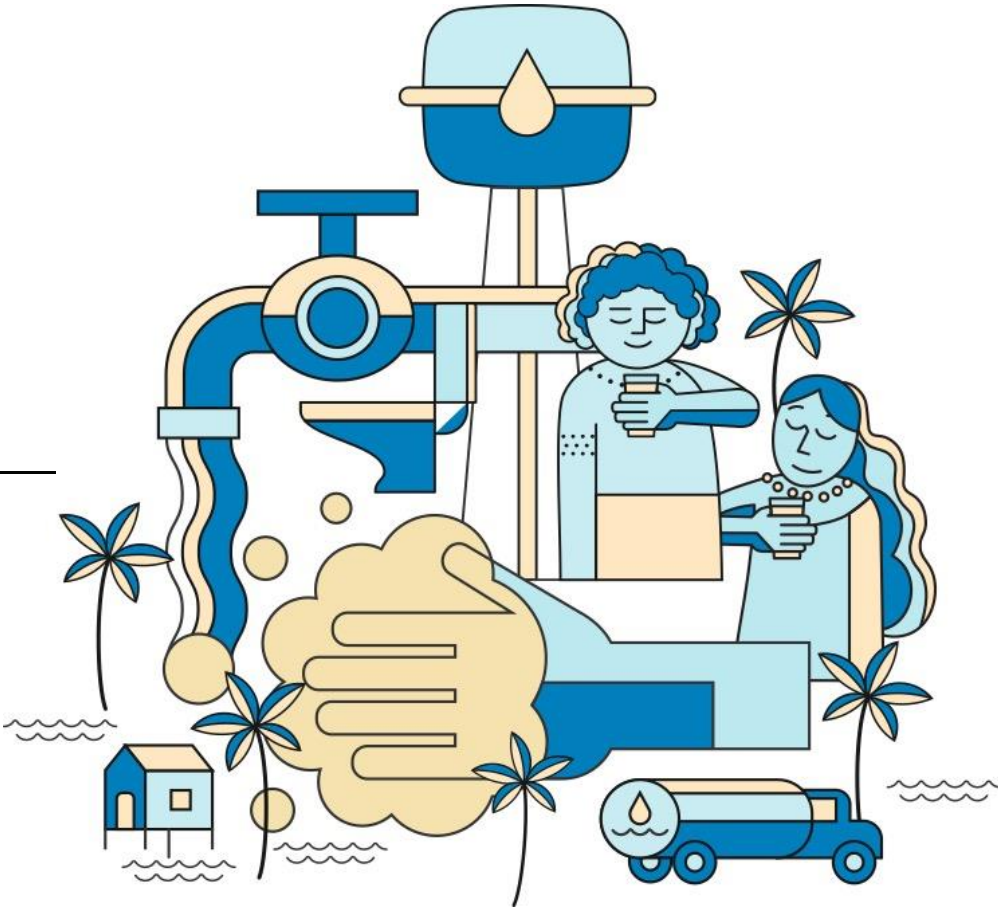


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# Pacific WASH

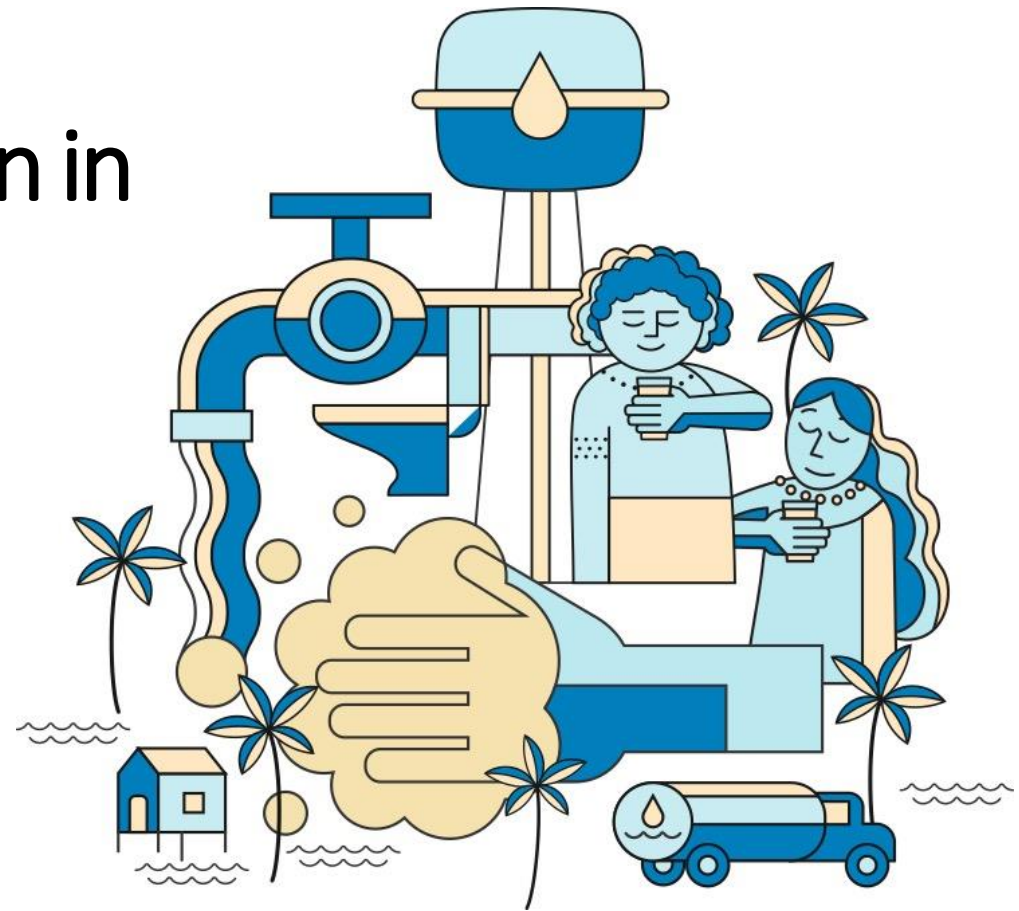
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## WEBINARS



# Gender Equality and Inclusion in Water and Sanitation Workplaces: new guidance and tools for Pacific Water Utilities

8 June 2022



We will begin shortly.  
Participants, kindly note the following for this seminar

Please rename your Zoom name to:

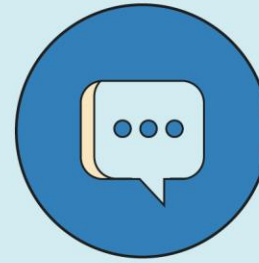
**Name, Org or Project**  
(e.g. Las Fernando, ADB)



Please turn your mic off  
during the presentation



Raise hand  
when you want to talk



Use the chat box  
for questions/concerns

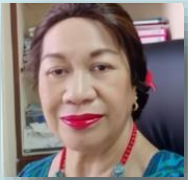


We have a Q&A portion  
after the presentation

# Webinar schedule

Time	Speaker
10 mins	<b>Welcome</b> - Bronwyn Powell, Team Leader, Pacific WASH TA
5 mins	<b>Leah Gutierrez</b> – Pacific Director General, ADB
15 mins	<b>Lusia Sefo-Leau</b> – CEO, PWWA Gender equality and inclusion in Pacific Water Utilities
45 min	<b>Presentations:</b> <b>1. Manasa Tusulu</b> - Water Authority of Fiji - Gender Action Plan <b>2. Melita Grant</b> - Introduction to ISF-UTS Inclusive WASH Workplaces <b>3. Michelle Maelaua</b> - Industry perspective – Solomon Water
12 min	<b>Facilitated Q&amp;A session</b> - Melita Grant – Research Director, ISF-UTS
3 min	<b>Closing</b> - Bronwyn Powell, Team Leader, Pacific WASH TA

# Introducing the speakers



**Lusia Sefo-Leau**

*CEO*

Pacific Water and Wastewater Association



**Melita Grant**

*Research Director*

Institute for Sustainable Futures, UTS



**Michelle Maelaua**

*Head of Corporate Services*

Solomon Islands Water Authority



**Manasa Tusulu**

*Manager, Strategic Planning Unit / Executive Officer, Institutional Reform Unit*

Water Authority of Fiji

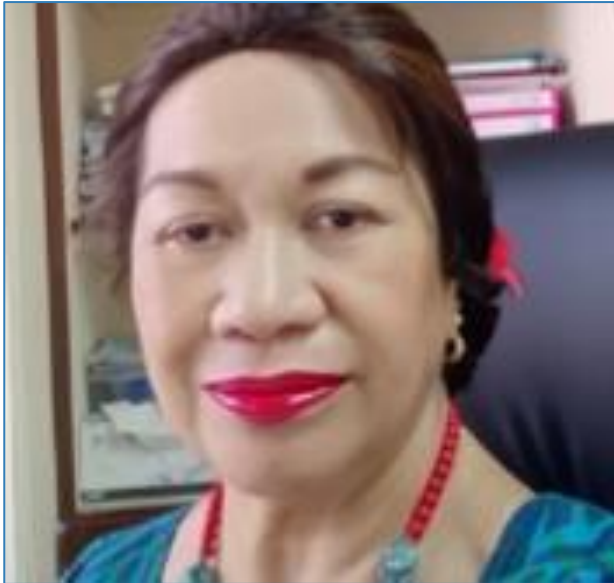


**Bronwyn Powell - Facilitator**

*Team Leader and WASH Advisor*

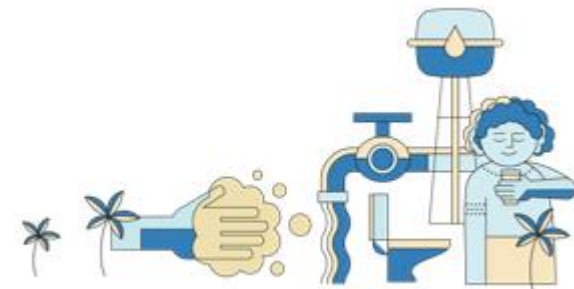
ADB Pacific WASH TA





# **PWWA Gender Assessment: Tools and latest results**

Lusia Sefo Leau, PWWA CEO



Lusia Sefo Leau,  
PWVA CEO

# PWVA GENDER ASSESSMENT:

# TOOLS AND LATEST RESULTS



# OVERVIEW

Since 2015 PWWA had special modules in its benchmarking related to gender aspects in water and wastewater utilities members

Data collected annually (in addition to performance) 2015-2020:

- Number of female staff
- Number of women engineers
- Salary and benefits remuneration paid to female staff

Deep dive in gender aspects (2019):

- policies, practices, and procedures
- employees in other job grades, classifications, and departments (disaggregated by gender)
- Training and mentorship
- Policies in place in the utility (flexible work arrangements, maternity/paternity leave, gender-based employment limitation, etc.)



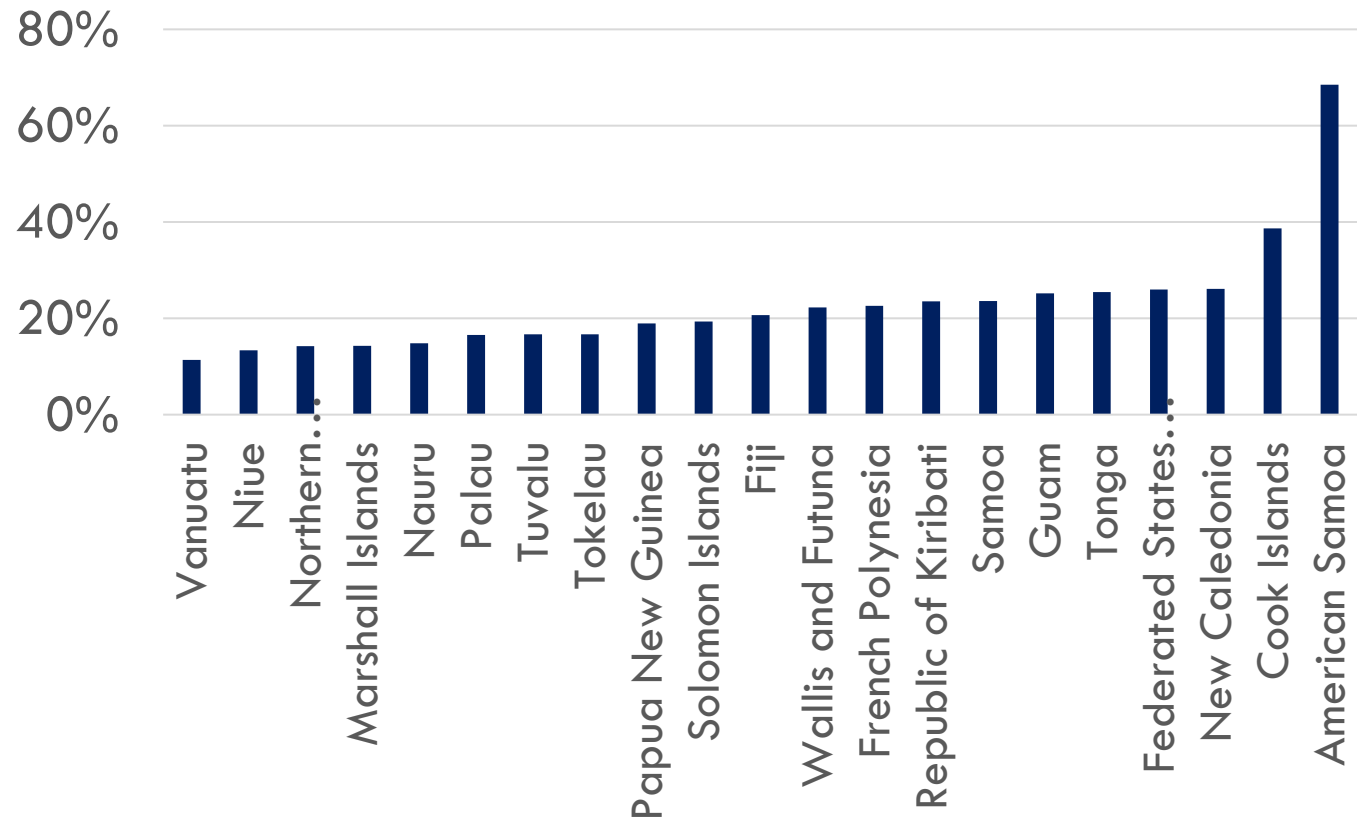
IN 2020, PWWA UTILITIES  
EMPLOYED 992 WOMEN  
OR 22% OF ALL STAFF,  
(7% INCREASE SINCE 2015)

KOSRAE FSM — ONLY FEMALE  
STAFF

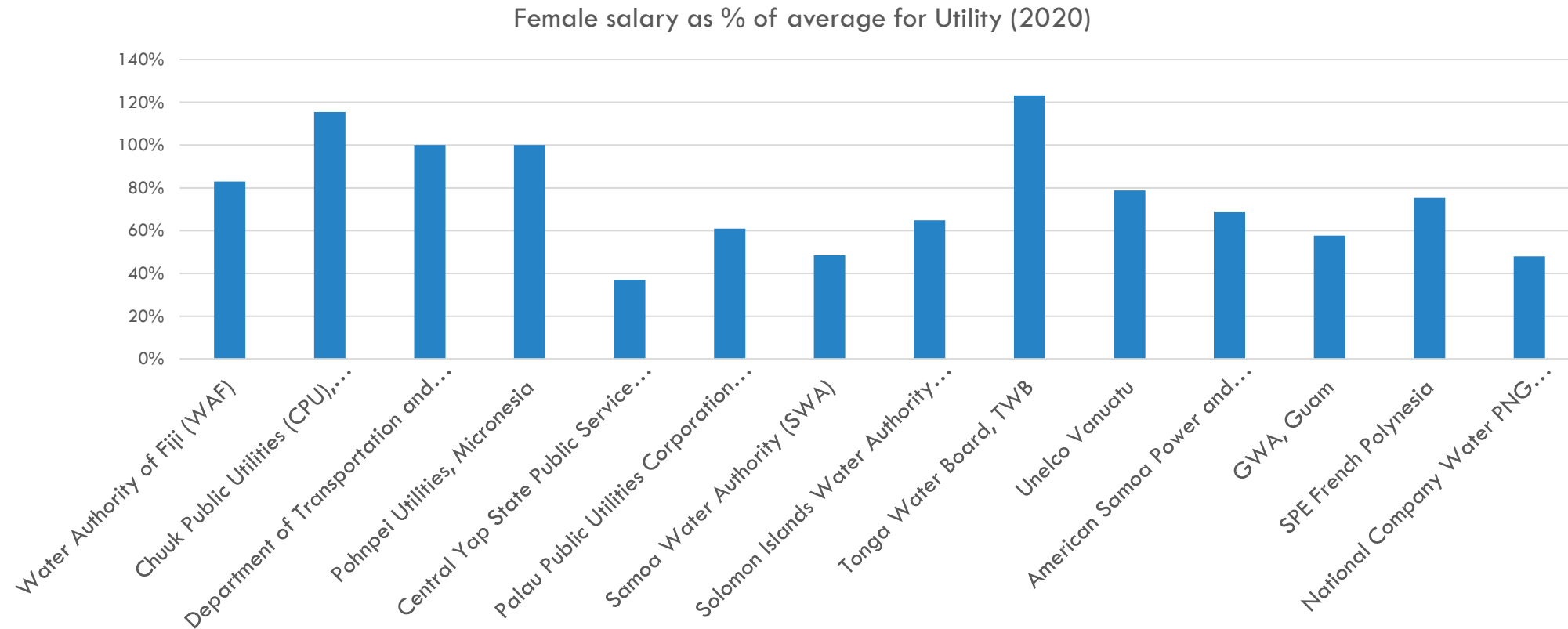
34% OF FEMALE STAFF ARE  
EITHER ENGINEERS (14%)  
OR HIGH-LEVEL  
ADMINISTRATORS (20%)  
(12% INCREASE SINCE 2015)

\*Reported by all utilities-members;

Percentage of female staff per country



# FEMALE STAFF SALARY AS % OF MALE



# WOMEN EMPLOYMENT

14% of female staff are engineers

- 21 of 39 women are engineers in PdE, (French Polynesia)
- 24 of 64 women are engineers in CdE, (New Caledonia)
- 16 of 81 women are engineers in ASPA, American Samoa
- 6 of 17 women are engineers in Unelco (Vanuatu)
- Six utilities have no women engineers

About 70% are in administrative and management positions

- Tuvalu Department of Infrastructure is run by a woman
- Women are usually accountants, payment managers and economists
- WAF-Fiji reports women as regular workers

Women salary normally higher than average due to seniority in the utility structure

# FEMALE- FRIENDLY POLICIES IN PLACE IN ALL PWWA (1)

No exclusion in training opportunities – all staff are equally eligible for training:

- Technical skills training (100% reported)
- Leadership training (100% reported)
- Communication training (100% reported)
- Training on harassment policies (55% reported)

# WAF Fiji Training Program - example

III. Training and mentorship	Does your utility provide this training/program?			Total number of employees who received this training (in past 12 months)		Total number of managers who received this training (in past 12 months)	
	Yes	No	Don't know	Men	Women	Men	Women
7. Technical skills training	✓			244	51	7	2
8. Leadership training	✓			1	-	1	-
9. Communication training	✓			23	18	1	-
10. Training on harassment policies		✓		-	-	-	-
11. Other trainings (please specify)*	✓			1563	799	38	24
12. Mentorship program		✓		-	-	-	-

**Other trainings available for both gender:** Procurement Training, Procurement & Contract Management Training, Safe Drive Training, Change Management Training, Coaching Training, Delegation Training, Feedback & Difficult Conversation, Time Management, Civil Society Engagement, Project Management Training, Customer Service Training, Human Resource Strategic Management Training

# FEMALE-FRIENDLY POLICIES IN PLACE (2)

Maternity leave – 100% (from 8 weeks to 120 days)

Paternity leave – 25% (from 5 days to 10 days)

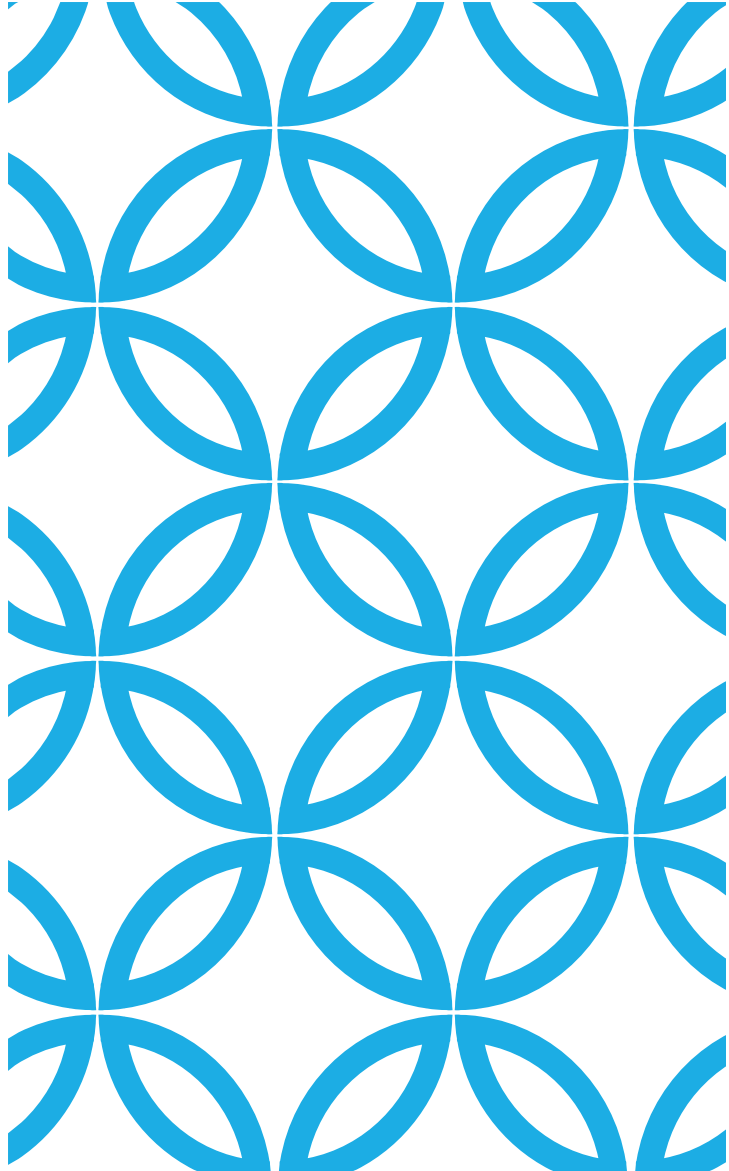
No pay scale discrimination (100%)

No formal female restrictions for vacancies, however only WAF-Fiji reported women as regular workers

Gender-separate toilets/sanitation facilities, 100%

No baby care rooms

No lactation facilities for new mothers



**PWWA:**

**WE WILL CONTINUE ENGAGING  
WOMEN IN THE WATER SECTOR!**

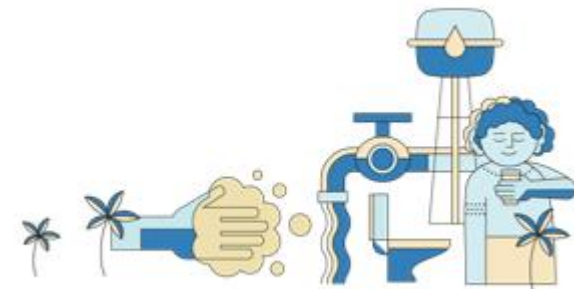
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## **WAF Gender Action**

Manasa Tusulu, Manager,  
Strategic Planning Unit / Executive  
Office, Water Authority of Fiji





# Gender Equality & Inclusion in Pacific Utilities

## *WAF Gender Action*

8 June 2022





# Presentation Content



## Our Vision

Clean Water and Sanitation for a Better Life



## Our Mission

We are committed to optimising water and wastewater services through:

Resilience  
Innovation  
Safe Working Practises  
Engaging Stakeholders  
Capacity Building  
Being Environmentally Focussed  
Modenization



## Our Values

**W** – we do the right thing

**A** – accountability : we are accountable for what we say and do

**T** – team: we work as a team

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1. Gender status in WAF
2. WAF & National gender commitments
3. WAF Gender Policy
4. WAF Gender Action Plan
5. How to achieve this?



# WAF – Gender status



**Our Vision**  
Clean Water and Sanitation for a Better Life

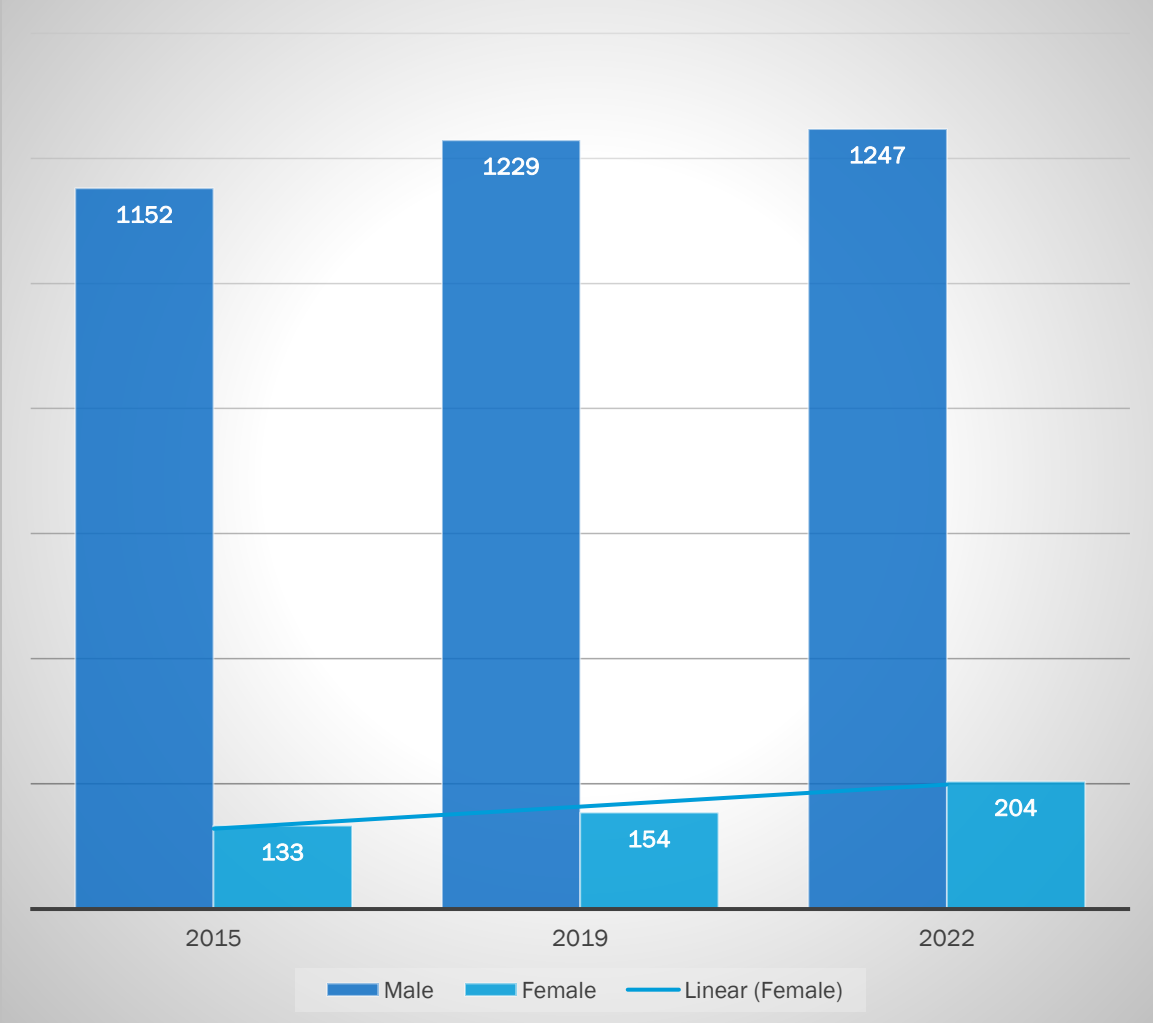


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Gender status (2015 to 2022)



- ✓ @ 2022 – 14% of workforce females
- ✓ Majority if Support function (Admin, Finance, HR)
- ✓ Grown by 3% from 2019 to 2022

**Now:**

- 1 Board member (joined in 2021)
- 2 Executive Position – GM
- 8 Managers /Team leaders
- 3 Engineers

Way forward  
– grow female engineers in WAF  
(from 3 to 15)

# Gender Equality – WAF + National Commitment



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## National level :

Commitments to Gender Equality are acknowledged in:

- **The Constitution of Fiji (2013)** which prohibits any form of discrimination against women and girls on the grounds of race, sex, ethnicity, religion or belief system, health status, disability and age – Article 4 policy reforms.
- **2014 National Gender Policy** which articulates the commitment of the Government of Fiji to gender equality, equity and social justice.
- Government's **5-20 Year National Development Plan** (NDP) which seeks to eliminate gender-based discrimination and inequality : *'Inclusive socio-economic development is at the heart of this Plan*

## WAF Gender Policy

- ✓ This Gender Equality Policy complements the existing HR Policy and expands WAF's focus – to encompass gender equality considerations pertinent to WAF's Mission Statement as well as Fiji's broader Gender Equality commitments within the jurisdiction of WAF and its services
- ✓ While technical aspects are well addressed under WAF services, this policy will provide a greater understanding of the human face of the water/wastewater sector. This will improve the sustainability of the services supplied through WAF



# WAF - Gender Journey - Process

## - Gender Equality Policy (draft) - Purpose



**Our Vision**  
Clean Water and Sanitation for a Better Life

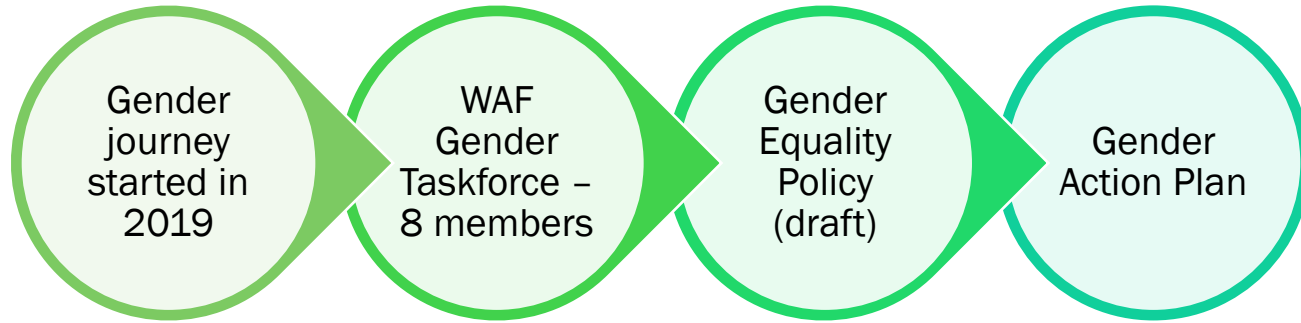


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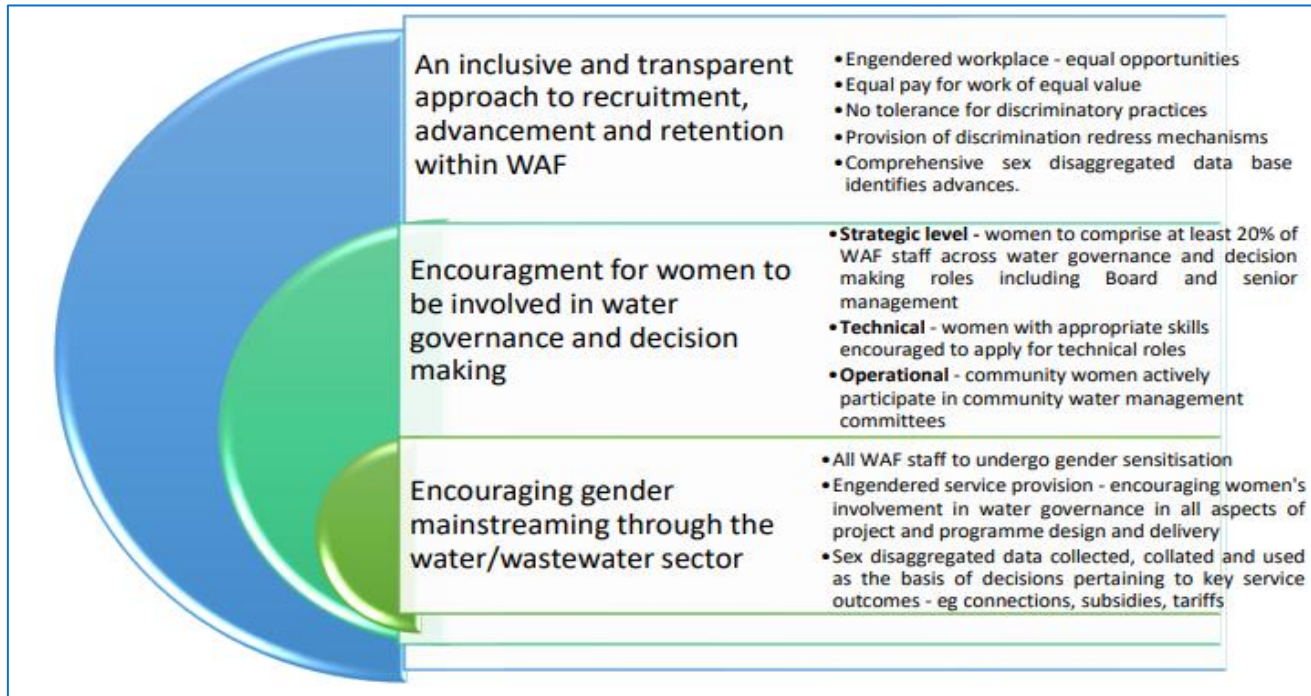


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The Policy established **3 Priorities** to guide WAF's commitment to Gender Equality & Equity





# WAF – Gender Action Plan (1/2)



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1. Promote **women’s employment opportunities** and economic security through infrastructure development and upgrading;

- i. *Ensure **at least 30% of new roles or additional staff** are women*
- ii. *Promote women’s employment across **higher-skill and technical roles** and provide on-the-job training as needed **(progressing)***
- iii. *Advertise new project-related jobs with a statement **encouraging women to apply (yet to start)***

2. Provide **training to increase gender sensitivity, knowledge and skills** on gender and intersecting dimensions related to urban water and sanitation to all WAF management and staff **(WAF training of 12 in-house trainers – June 2022)**

3. Promote and monitor **gender equality principles and practices**, the formulation of a gender strategy, and the status of women within WAF using tailored guidelines and tools **(mandatory practice – Rural Water Schemes – at least 1 women to be member of Water Committee)**

4. WAF **allocates sufficient funds and resources** to ensure gender is mainstreamed in its project operations and processes, and women are supported as needed to achieve positive gender outcomes





# WAF – Gender Action Plan (2/2)



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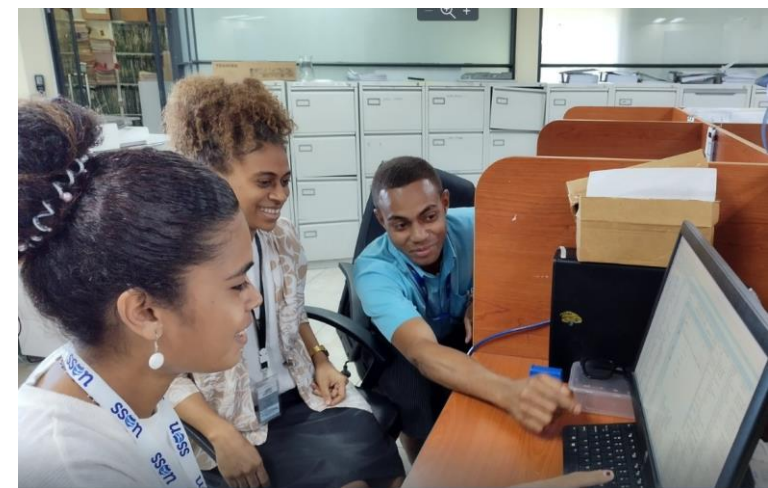
5. Support the development of gender-responsive WAF recruitment and promotion policies, ensuring they provide for an increasing percentage of female staff in all divisions, their retention, and for women’s promotion at rates equal to men in all levels and divisions (progressing)

6. Promote professional advancement of women staff, ensuring at least 25% female participants in training on accounting, utility management, technical and project and sector management-related skills (progressing well)

7. Earmark at least 30% of new field-based positions, i.e., meter reading, for women (progressing)

8. Promote WAF attachments to both boys and girls at secondary and tertiary school level (progressing)

9. Earmark at least 25% of unskilled labor contracts in project-generated infrastructure works for women (progressing well)



# WAF – How to achieve this? **Targets**



## Our Vision

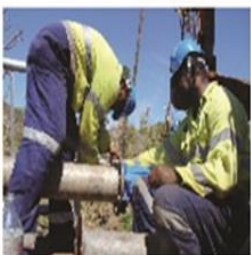
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	2015 – 1,226 posts		2019		2020		Proposed balance
	Men	Women	Men	Women	Men	Women	
Current staff	1152	133 – (11.5% women)	1013 (85%)	154 (15%)	1254 (87%)	192 (13%)	25% plus
Board		0	6	0	6	0	2 women or 33%
Executive management			6	1 (14%)	9	1 (10%)	3 women or 30%
Combined Management Team							25% plus
WAF Grievance Redress Mechanism committee			3 (37/5%)	5 (62.5%)	Formal membership of GRC: <ul style="list-style-type: none"> <li>• chairperson – WAF (female)</li> <li>• village headmen representing specified constituencies (min 1)</li> <li>• Department of Lands (1)</li> <li>• /Taukei Land Trust Board (1)</li> <li>• construction supervision consultant (1 – female)</li> <li>• local women’s representative representative of affected persons (1)</li> </ul>		At least a level of 33% needs to be maintained by men or women
Staff training days	2014 - 16		3 (Accounting) 16 (Programme management)	2 (Accounting) 0 (Programme management)	2 (Accounting) 681 (79%) undertook short term training	0 (Accounting) 180 (21%) undertook short term training	At least 30% training to target female employees



# WAF – How to achieve this?

This shall be achieved through:

- **Integrating gender equality dimensions** into all aspects of organisational practice – unlocking potential of men and women internally and through service delivery
- Encouragement for women to be involved in water governance and decision making
- Setting **clear benchmarks and target indicators** to achieve gender equality institutionally → better address project and programme outcomes
- Ensuring gender equity and equality dimensions are **integrated into programmes and projects** to achieve required objectives
- Recognising that provision of a reliable water supply is a basic human right and all households are entitled to a basic safe and clean water supply for consumption, cooking and hygiene
- An inclusive and transparent approach to recruitment, advancement and retention within WAF
- Encouraging **gender mainstreaming** through the water/wastewater sector



**Our Vision**  
Clean Water and Sanitation for a Better Life



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Modernization



## Our Values

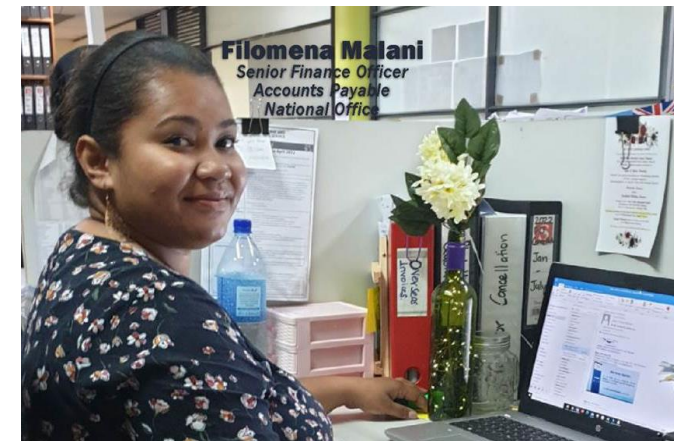
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### Our Vision

Clean Water  
and Sanitation  
for a Better Life



### Our Mission

We are committed to optimising  
water and wastewater services  
through:

- Resilience
- Innovation
- Safe Working Practises
- Engaging Stakeholders
- Capacity Building
- Being Environmentally Focused
- Modenization



### Our Values

Our Key values are:

- Customer Focus
- Learning and Growth
- Integrity
- Passion
- Accountability and Transperancy
- Adaptability
- Respect
- Teamwork

Follow us or



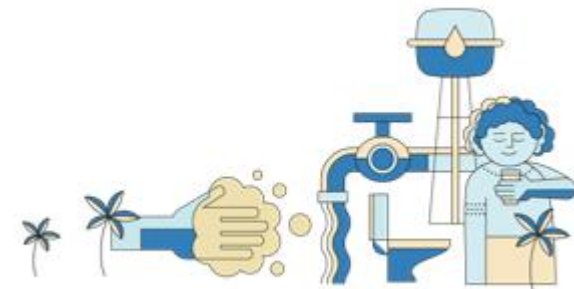
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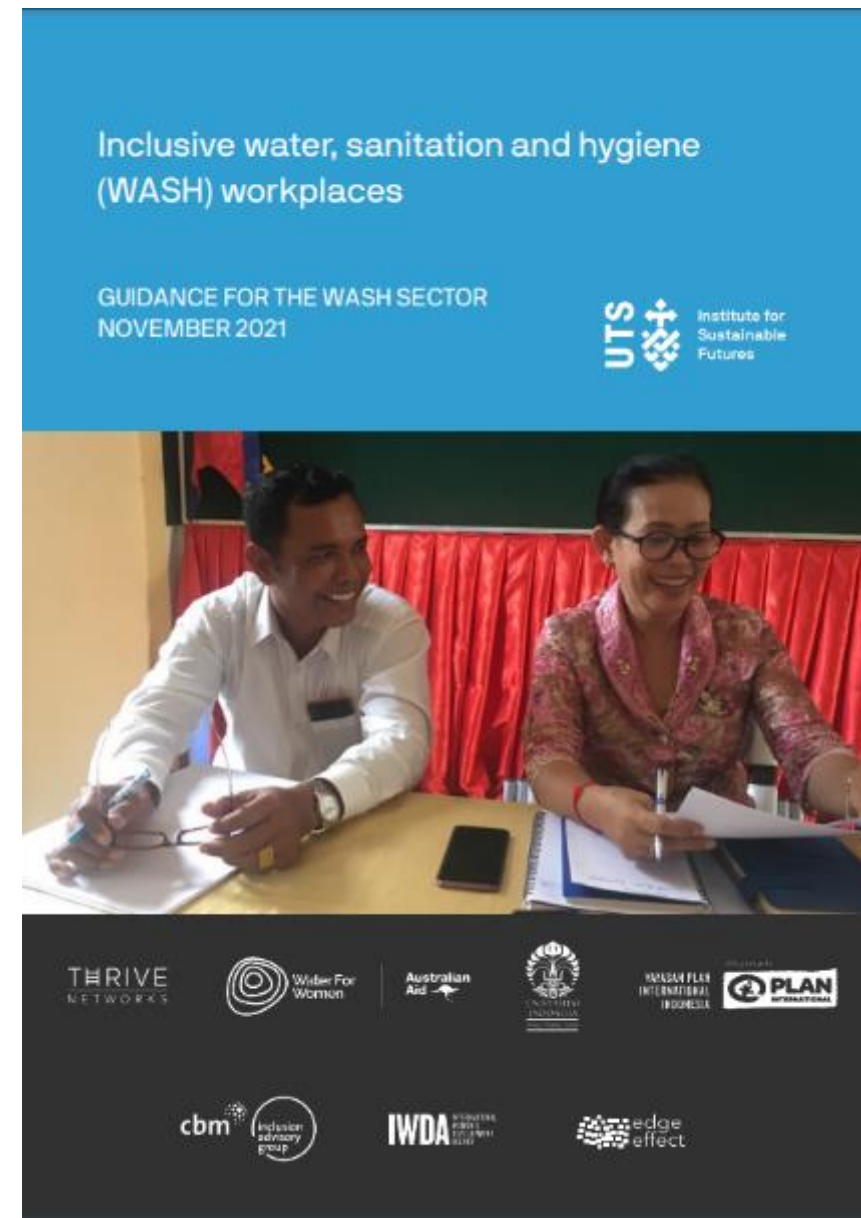
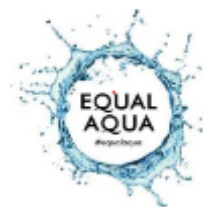
# Inclusive Water, Sanitation and Hygiene Workplaces

Melita Grant, Research Director,  
ISF UTS



# Inclusive Water, Sanitation and Hygiene Workplaces

**Melita Grant**  
**Institute for Sustainable Futures -**  
**University of Technology Sydney**





## Diagnosis

Deeply understand the power dynamics in the workplace, especially around gender, disability, sexual orientation and other factors – analyse core issues and potential causes of the issues.

## Attraction

Attract a diversity of people from diverse disciplines to WASH roles, by understanding the factors that influence who an organisation attracts to its workforce, and what barriers exist.

## Recruitment

Eliminate discrimination in recruitment processes such as biased language in job advertisements and at the interview stage, and increase workforce diversity intentionally.

## Retention

**Dynamics (informal)**  
Foster safe and equal workplace dynamics through how decisions are made, who has voice and influence, and valuing different leadership styles.

**Policies (formal)**  
Support all people to have access to equitable working conditions, flexibility to support managing work-life demands, fair wages, accessible facilities and eliminate sexual harassment and discrimination.

## Advancement

Provide and facilitate training, mentorship, networking opportunities, supporting leadership, promotion and career advancement for all staff.

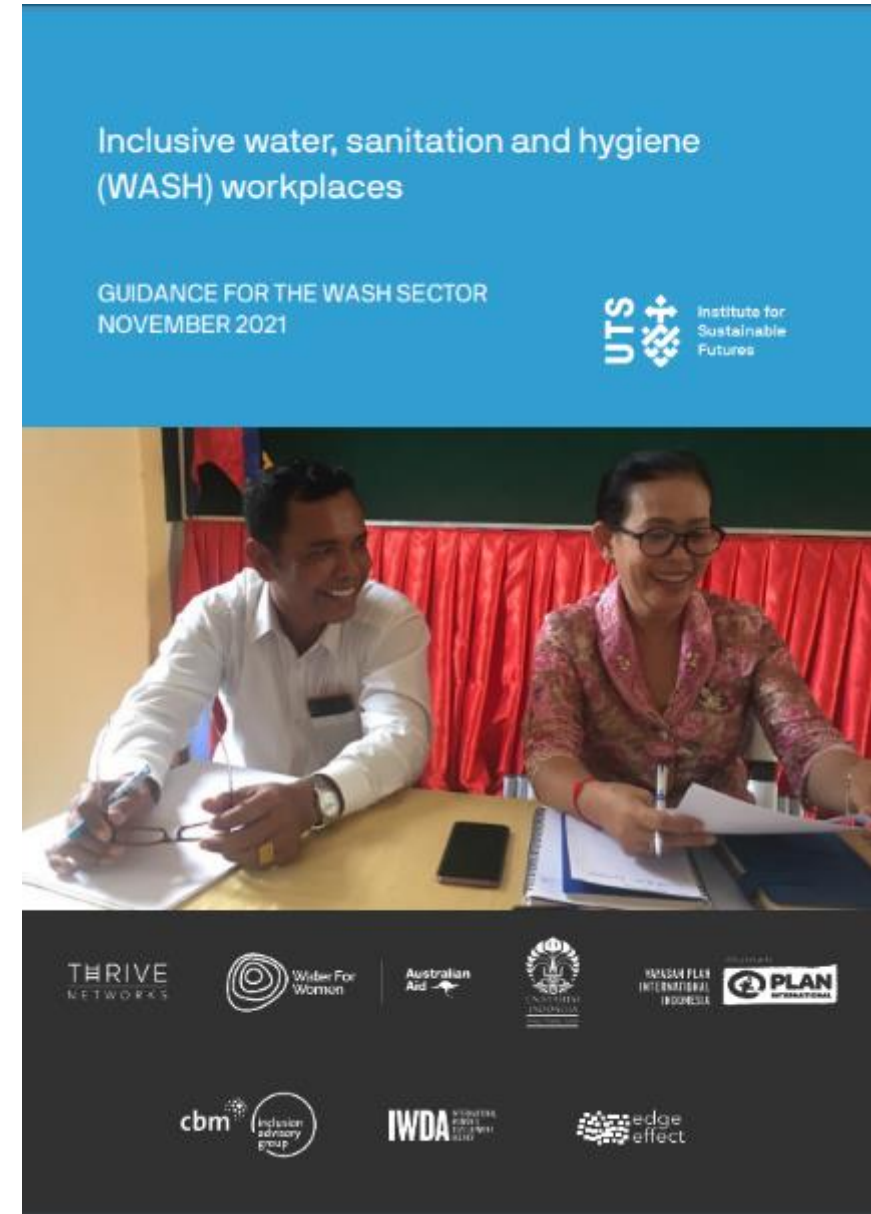
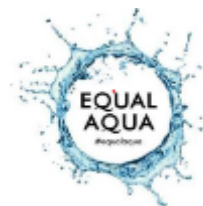
## Societal Expectations

Awareness of, and responses to the various stereotypes and norms that restrict some people from joining and participating in the WASH workforce.



# Guidance for the Water and Sanitation Sector

Includes evidence and examples of why and how to increase inclusion in water management organisations



# Database of over 180 activities to support inclusive workplaces

## Inclusive Water and Sanitation Workplaces Database



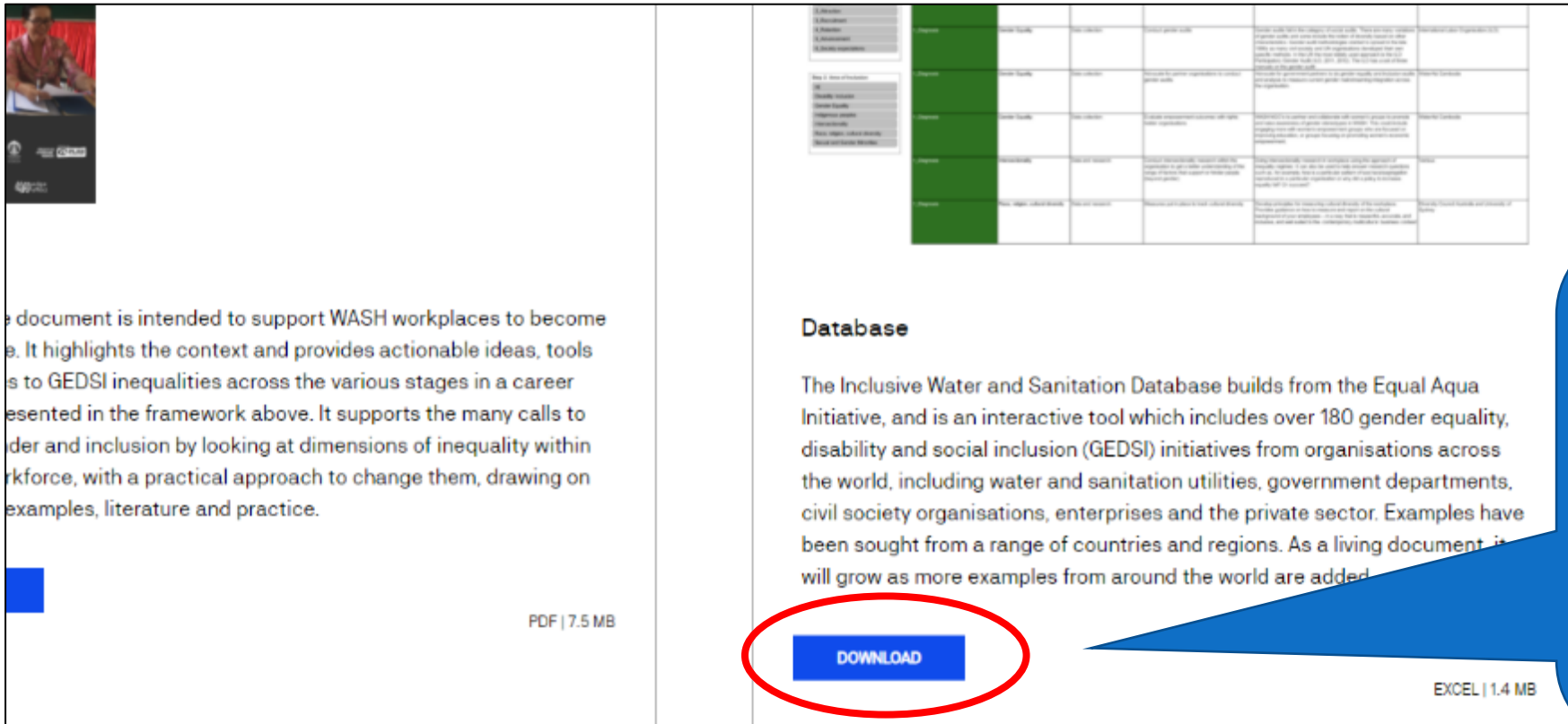
- Step 1: Framework Stage
- 1\_Diagnosis
  - 2\_Attraction
  - 3\_Recruitment
  - 4\_Retention
  - 5\_Advancement
  - 6\_Society expectations

- Step 2: Area of Inclusion
- All
  - Disability Inclusion
  - Gender Equality
  - Indigenous peoples
  - Intersectionality
  - Race, religion, cultural diversity
  - Sexual and Gender Minorities

Framework Stage	Area of Inclusion	Sub-category	Type of activity	Description of activity	Organisation implementing the activity
1_Diagnosis	Gender Equality	Data collection	Assess organisation against established and well researched 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_Diagnosis	Gender Equality	Data collection	Conduct gender audits	Gender audits fall in the category of social audits. There are many variations of gender audits and some include the notion of diversity based on other characteristics. Gender audit methodologies started to spread in the late 1990s as many civil society and UN organisations developed their own specific methods. In the UN the most widely used approach is the ILO Participatory Gender Audit (ILO, 2011, 2012). The ILO has a set of three manuals on the gender audit.	International Labor Organisation (ILO)
1_Diagnosis	Gender Equality	Data collection	Advocate for partner organisations to conduct gender audits	Advocate for government partners to do gender equality and inclusion audits and analysis to measure current gender mainstreaming integration across the organisation.	WaterAid Cambodia
1_Diagnosis	Gender Equality	Data collection	Evaluate empowerment outcomes with rights holder organisations	WASH NGO's to partner and collaborate with women's groups to promote and raise awareness of gender stereotypes in WASH. This could include engaging more with women's empowerment groups who are focused on improving education, or groups focusing on promoting women's economic empowerment.	WaterAid Cambodia
1_Diagnosis	Intersectionality	Data and research	Conduct intersectionality research within the organisation to get a better understanding of the range of factors that support or hinder people (beyond gender)	Doing intersectionality research in workplace using the approach of inequality regimes: It can also be used to help answer research questions such as, for example, how is a particular pattern of sex/face/segregation reproduced in a particular organisation or why did a policy to increase equality fail? Or succeed?	Various
1_Diagnosis	Race, religion, cultural diversity	Data and research	Measures put in place to track cultural diversity	Develop principles for measuring cultural diversity of the workplace. Provides guidance on how to measure and report on the cultural background of your employees – in a way that is respectful, accurate, and inclusive, and well suited to the contemporary multicultural business context.	Diversity Council Australia and University of Sydney

To access the database, please visit:

[waterforwomen.uts.edu.au/inclusive-workplaces/](http://waterforwomen.uts.edu.au/inclusive-workplaces/)



The document is intended to support WASH workplaces to become... It highlights the context and provides actionable ideas, tools... to GEDSI inequalities across the various stages in a career... presented in the framework above. It supports the many calls to... order and inclusion by looking at dimensions of inequality within... workforce, with a practical approach to change them, drawing on... examples, literature and practice.

PDF | 7.5 MB

**Database**

The Inclusive Water and Sanitation Database builds from the Equal Aqua Initiative, and is an interactive tool which includes over 180 gender equality, disability and social inclusion (GEDSI) initiatives from organisations across the world, including water and sanitation utilities, government departments, civil society organisations, enterprises and the private sector. Examples have been sought from a range of countries and regions. As a living document, it will grow as more examples from around the world are added.

EXCEL | 1.4 MB

**DOWNLOAD**

Click on  
“Download”  
here

# You can sort by stage of career, and by area of inclusion

The database has two filters - the framework stage and the area of inclusion.

### Step 1

Choose the Framework Stage

**Step 1: Framework St...** ☰ ✕

- 1\_Diagnosis
- 2\_Attraction
- 3\_Recruitment
- 4\_Retention
- 5\_Advancement
- 6\_Society expectations

### Step 2

Choose the Area of Inclusion

**Step 2: Area of Inclusi...** ☰ ✕

- All
- Disability Inclusion
- Gender Equality
- Indigenous peoples
- Intersectionality
- Race, religion, cultural diversity
- Sexual and Gender Minorities

### Hint!

Click on the filters to select the stage and types of inclusion you would like to include.

Click on this **clear filter** button to show the whole list of activities across all categories



## Inclusive WASH Workplaces

When considering gender equality, disability and social inclusion in WASH, we need to look at both the people who are benefiting from and managing WASH systems, and the institutions that shape and deliver WASH services. We also need to transform these organisations so that they “walk the talk” of equality and inclusion.

### Importance of a Diverse Workforce

WASH organisations are the entities through which WASH standards, policies, services and systems are identified, developed and delivered. Therefore, equality and diversity within WASH organisations are a key part of transforming the WASH sector. Institutional change is needed to achieve gender equality and inclusion outcomes in programs and structures. In addition, there is increasing evidence that organisations with women (in all their diversity) in senior positions, and greater diversity overall, perform better and that these women have a positive impact on organisations’ governance, identities and public images.

Greater diversity in leadership and decision-making positions also serves to provide much-needed role models for other employees to aspire to, and their presence attracts more women and members of minorities to join organisations by normalising diversity in senior roles. Diversity also serves to promote an inclusive work culture when gender equality and inclusion are prioritised and normalised, for example by developing and aligning organisational policies that are shaped by the lived experiences of employees.

An inclusive workforce supports the Interlinked Sustainable Development Goals (SDGs), for example by promoting SDG 5 (gender equality) and SDG 6 (water and sanitation for all) in an integrated manner. Moreover, leaving no one behind (LNOB) in WASH is impossible to achieve without an inclusive WASH workforce (including in management and governance structures) in institutions to represent the diverse and marginalised voices and challenge the inherent biases of those in power.

IGF-UTS and partners conducted research on gender dynamics in Cambodia and Indonesia, along with a document review of organisational activities and strategies from across the globe to address gender equality and inclusion. The following guidance and database is a result of this extensive research which spans both within and beyond the WASH sector.



The layout of this guidance note and the activities database are adapted from the [Equal Aqua Inclusion Water Inclusion Practice Framework](#).

# Resources

[waterforwomen.uts.edu.au/inclusive-workplaces/](http://waterforwomen.uts.edu.au/inclusive-workplaces/)



#### Guidance

This guidance document is intended to support WASH workplaces to become more inclusive. It highlights the context and provides actionable ideas, tools and responses to GEDSI inequalities across the various stages in a career cycle, as represented in the framework above. It supports the many calls to action on gender and inclusion by looking at dimensions of inequality within the WASH workforce, with a practical approach to change them, drawing on international examples, literature and practice.

DOWNLOAD

PDF | 7.9 MB



#### Database

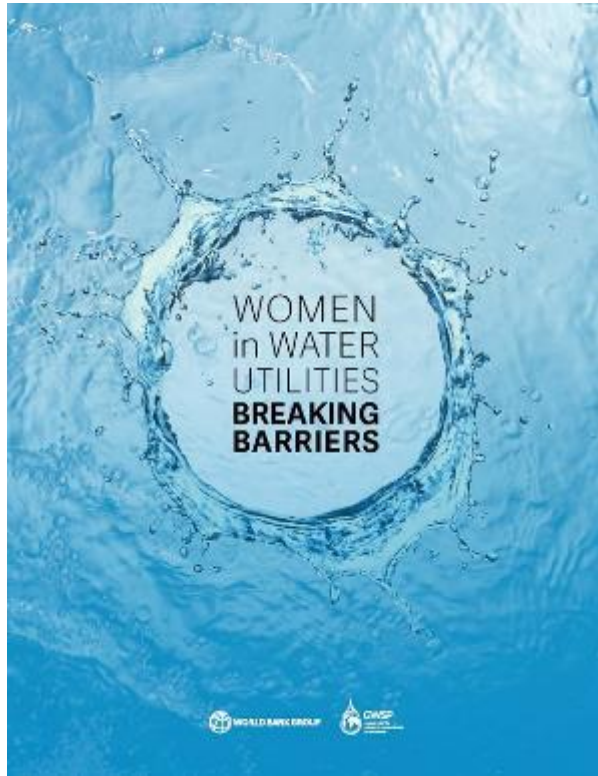
The Inclusive Water and Sanitation Database builds from the Equal Aqua initiative, and is an interactive tool which includes over 160 gender equality, disability and social inclusion (GEDSI) initiatives from organisations across the world, including water and sanitation utilities, government departments, civil society organisations, enterprises and the private sector. Examples have been sought from a range of countries and regions. As a living document, it will grow as more examples from around the world are added.

DOWNLOAD

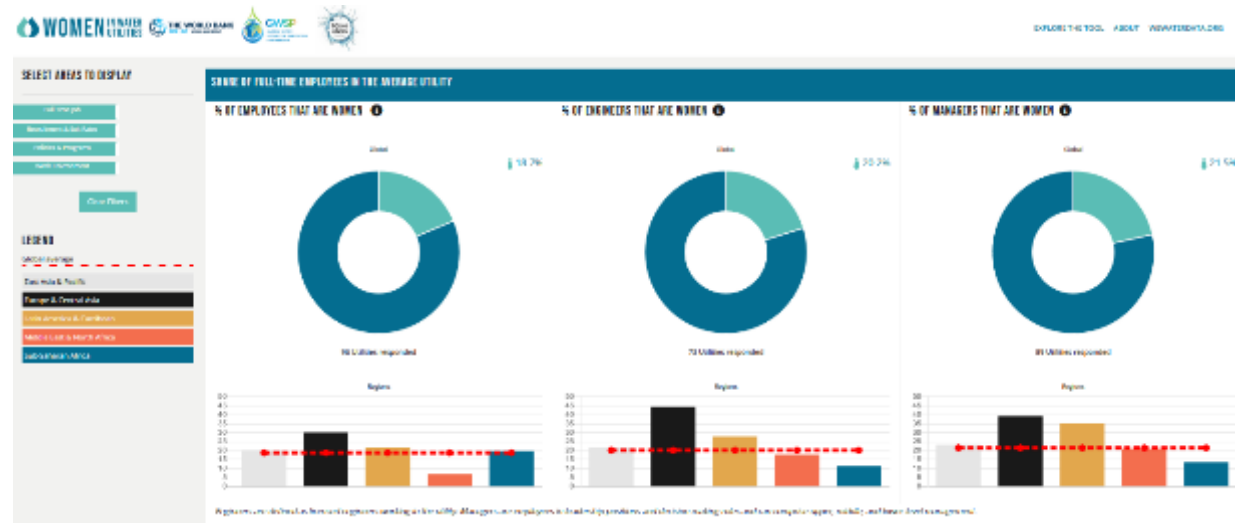
XLSX | 1.4 MB



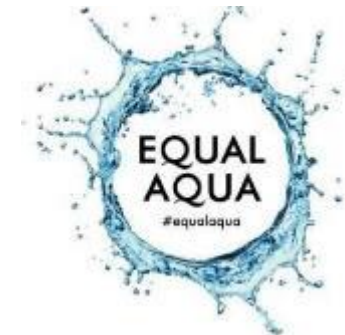
# Resources



**Includes:** report, HR survey, benchmarking tools, global dataset on gender parity in water utilities



<https://www.worldbank.org/en/topic/water/brief/inclusive-water-institutions-platform>



Do you have actions your organisation has put in place to increase diversity and inclusion in your workplace?

If so, please email Melita to have them added to the database.

Thank you!



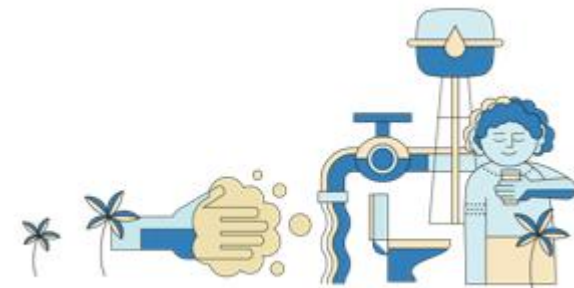
Melita Grant  
Research Director  
Email: [melita.grant@uts.edu.au](mailto:melita.grant@uts.edu.au)





# Gender Equality and Social Inclusion in Solomon Water

Michelle Maelaua, Head of  
Corporate Services, Solomon Water







*8 June 2022*

*Pacific WASH Webinar*

*Gender Equality and Social Inclusion in WASH Workplaces*

*By Michelle Maelaua*

# Speaker Bio



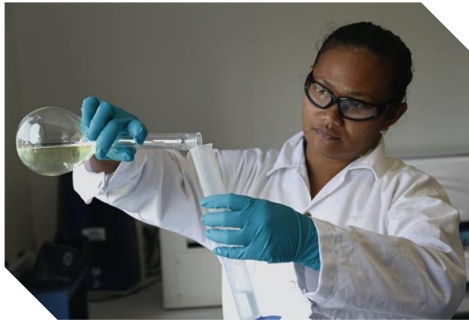
**Name:** Michelle Maelaua

**Current occupation:** Head of Corporate Services.

*Michelle has been with Solomon Water since 2018 and has over ten years of experience in the human resources management having worked in a few Solomon Islands Government Ministries and telecommunication company. She has a first degree in Public Administration and Banking & Finance and recently a Masters of Business Administration from the University of the South Pacific.*

# About Solomon Water

- State Owned Enterprise (SOE)
- We provide municipal water and wastewater services in Honiara, and municipal water services in the provincial urban centers of Auki, Noro and Tulagi.
- Customer base: 14,000+ (domestic and commercial customers)
- Workforce: 200+ in operations, projects, finance and corporate service divisions.



# The SW Vision and Mission

Our Vision: “Safe water for a healthy nation”.

Our Mission: “To provide **reliable and safe water supply and sewerage services** within our area of operations in Solomon Islands, while **working in partnership with the community to plan, deliver and operate infrastructure** in a manner that seeks **to minimise the social and environmental impacts of our activities**”.





# Solomon Water Way

- To build a working culture that promotes and maintains a respectful and supportive workplace for all staff, SW established the SOLOMON WATER WAY.

Be on Time

We respect and support each other

Make Fair Decisions

Acknowledge good work

Speak out against bad behaviours

Follow rules, procedures & guidelines

Work hard to deliver great results

Strive to achieve customer expectations

Plan ahead

# Women in Solomon Water

## Promoting Women in Leadership

- ❑ Total number of women employed by Solomon Water: 50 out of 228 employees

### *By levels*

- ❑ Total Number of Women Team Leaders: 7
- ❑ Total Number of Women Coordinators: 4
- ❑ Total Number of Women in Executive Leadership Positions: 1

### *By roles*

- ❑ Total Number of Women in technical positions: 8
- ❑ Total number of Women office based: 42
- ❑ Increased women workplace: 2017 – 21% & 2022 – 22%



# Gender Equality programs



Waka Mere  
Commitment to Action

- Launched in July 2017
- Funded by the Solomon Islands Government, the Australian Government, the New Zealand Government, IFC and the Solomon Islands Chamber of Commerce.
- Purpose: To improve business outcomes in Solomon Islands through advancing workplace gender equality.
- Commitment to Action
  - Promoting women in leadership
  - Building respect and supportive workplaces
  - Increase women opportunities for women in jobs traditionally held by men

# Gender Equality programs

- Gender Action Plan
- Training and Awareness Gender Equality & Gender based violence trainings
- Partner with Family Support Centre
- Community awareness (women participation, Focused group discussions)
- Monitoring & evaluation & reporting

# Increasing the participation and leadership opportunities for women

- Assess Solomon Water's gender capacity and build a career path for women professionals in middle-management levels and Executive levels.
- Research best practices in other water utilities in the Pacific and beyond.
- Develop and implement policies and campaigns for gender diversity in water utility management/CEO roles.





**Solomon  
Water**

*Safe water for a healthy nation*

**WE'RE  
WITH  
YOU**

IMPROVING VALUE  
IMPROVING SERVICES  
**IMPROVING  
OUR FUTURE**



**Thank you for  
listening**

# Thanks for Watching

Available online:

<https://www.adb.org/publications/opportunities-pacific-wash-sector>

