

The Women in Water Project[®]
by Her2O[®]



BARRIERS & EXPERIENCES WORKING IN THE INDUSTRY

Recruiting, Integrating, Supporting & Retaining
Professionals in the U.S. Water Industry

INTRODUCTION

This report is published by The Women in Water Project® by Her2O®.

It is one part of the full report. The full report contains seven sections:

- Equal Pay
- Benefits
- Recruitment and Barriers to Entry
- Sexual Harassment and Gender Discrimination
- Barriers and Experiences Working in the Industry
- Role Models and Leadership
- Workplace Meetings and Responsibilities

Before you get started, you should know that the use of color is used throughout the report to represent the gender of the respondents. In general:

- Visuals and text in grey represent the collective data, both women's and men's responses combined
- Visuals and text in shades of pink represent women's responses
- Visuals and text in shades of blue represent men's responses

CAREER SUPPORT BARRIERS:

SPONSORS, LEADERSHIP DEVELOPMENT, SCHOLARSHIPS, MENTORING, CERTIFICATION FEES, PROFESSIONAL ASSOCIATION FEES, & TUITION REIMBURSEMENT

Does your workplace:

11% 36%

Provide career sponsors for women

11% 32%

Provide career sponsors for men

82% 61%

Pay for certification exam fees

54% 61%

Provide leadership development opportunities for women

54% 64%

Provide leadership development opportunities for men

86% 71%

Pay for membership in professional associations

16% 18%

Provide scholarships for women

14% 18%

Provide scholarships for men

61% 57%

Provide tuition reimbursement

31% 50%

Provide mentoring opportunities for women

30% 47%

Provide mentoring opportunities for men

In all but three career support types (pay for certification exam fees, pay for membership in professional associations, and provide tuition reimbursement) provided by employers, men identified the support being provided more frequently than women did. One possible explanation for these differences is the age differences reported by male and female survey participants, with 82% of men being 45 years or older, while only 35% of women were 45 years or older. Men were further along in their careers, and therefore potentially more likely to receive these benefits.

TOP THREE CAREER SUPPORT BARRIERS WORKPLACES SHOULD ADDRESS:

01

Leadership Development

67% of women and 66% of men indicated that leadership development opportunities would be most beneficial to them.

02

Mentoring Opportunities

55% of women and 62% of men indicated that mentoring opportunities would be the next most beneficial to them.

03

Pay for Membership in Associations

55% of women indicated that paying for membership in associations would be beneficial to them.

Tuition Reimbursement

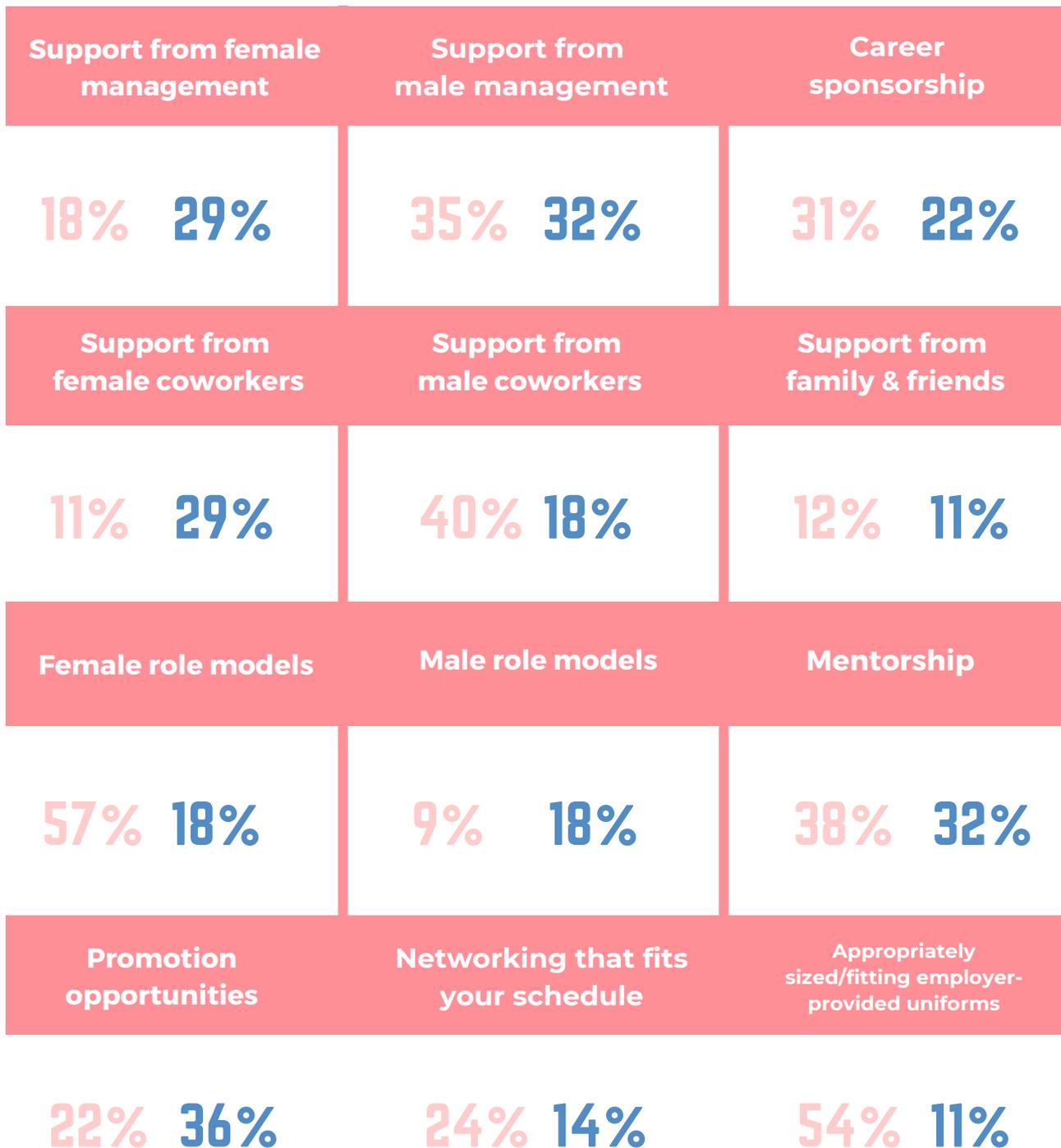
52% of men indicated that tuition reimbursement would be beneficial to them.



EMPLOYEE SUPPORT BARRIERS:

SUPPORT FROM MANAGEMENT, COWORKERS, FAMILY AND FRIENDS, SPONSORSHIP, MENTORSHIP, PROMOTIONS, NETWORKING, & UNIFORMS

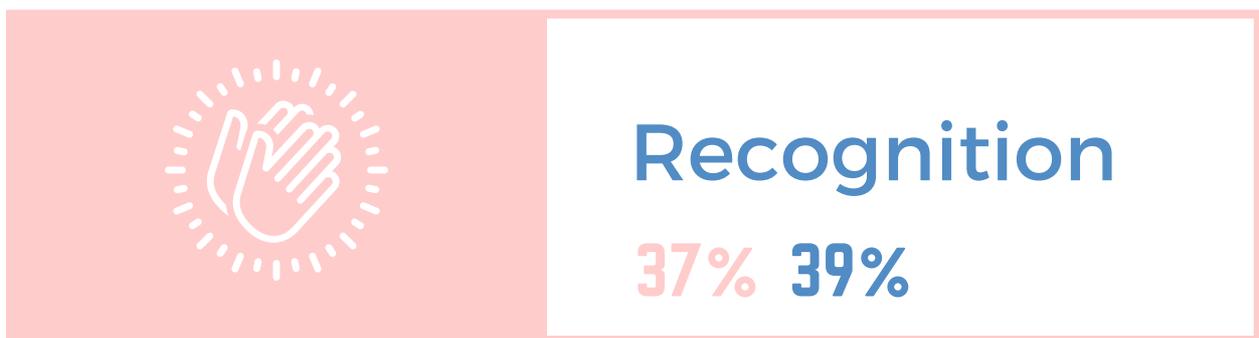
Industry employees experience lack of:



EMPLOYEE SUPPORT BARRIERS:

RESPECT, APPRECIATION, & RECOGNITION

Industry employees experience lack of:



Both women and men reported a lack of support from male management at higher rates than a lack of support from female management. Over half of women reported experiencing lack of appropriately-sized employer-provided uniforms, as well as lack of female role models.

Of interest, men reported experiencing lack of promotion opportunities, appreciation and recognition more frequently than women did. It is fair to state that in general, in a male-dominated industry, one would expect women to report experiencing lack of these conditions more frequently than men would. Further exploration is needed to better understand why men are feeling this way more frequently than women are.

MOST IMPORTANT EMPLOYEE SUPPORT BARRIERS FOR INDUSTRY EMPLOYERS TO ADDRESS:

01

Promotion opportunities (63%)

Appreciation (74%)

02

Respect (62%)

Recognition (70%)

03

Support from male management (61%)

Respect (63%), Promotion opportunities (63%)

04

Appreciation (41%), Recognition (41%)

Career sponsorship (44%), Mentorship (44%)

The 3 items women reported experiencing lack of most frequently were female role models (57%), appropriately-sized employer-provided uniforms (54%), and respect (48%), however, the top 3 items they reported as barriers the water industry should address were promotion opportunities (63%), respect (62%), and support from male management (61%). On only one factor, respect, did they both identify it as most lacking and most important to address.

The number one employee support barrier that women feel is most important to address is promotion opportunities (63%), while the most important for men was lack of feeling appreciated (74%). Women and men agree on 4 of the top 5 barriers that should be addressed: promotion opportunities, respect, appreciation, and recognition.

The greatest differences were with women identifying support from male management 31% more frequently than men did, and men identifying appreciation 33% more frequently than women did.

EMPLOYEE BARRIERS:

INCOMPETENCE, BEING HEARD, RECOGNITION, EQUAL PAY,
EDUCATION/LICENSING/CERTIFICATION, & PHYSICAL REQUIREMENTS

Industry employees experience:

57% 18%

Feeling that male peers think you are incompetent

16% 18%

Feeling that female peers think you are incompetent

42% 18%

Receiving less/no recognition for the same work as your fe/male peers

60% 29%

Feeling that you are not being heard by your male peers

13% 32%

Feeling that you are not being heard by your female peers

34% 11%

Receiving less pay for the same work as your fe/male peers

11% 14%

Feeling intimidated by licensing, education, certification requirements

23% 0%

Feeling intimidated by physical requirements

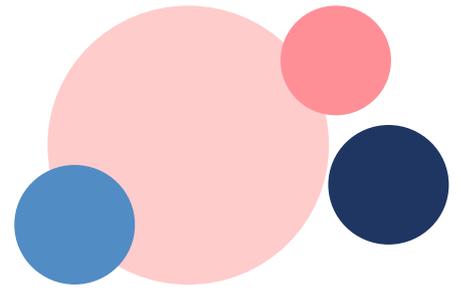
7% 46%

None of the above

EMPLOYEE BARRIERS:

SEXUAL HARASSMENT, GENDER BIAS

Industry employees experience:



Sexual harassment:

6% **7%**
from female peers

52% **4%**
from male peers

Gender bias:

11% **29%**
from female peers

53% **7%**
from male peers

The top three barriers women experience are feeling that they are not being heard by their male peers (60%), feeling that male peers think they are incompetent (57%), and gender bias from male peers (53%).

Forty-six percent of men do not experience any of these barriers, while 32% feel that they are not being heard by their female peers, and 29% report both feeling that they are not being heard by their male peers and experiencing gender bias from female peers.

Over half of women reported both sexual harassment from male peers and gender discrimination from male peers.

TOP THREE EMPLOYEE BARRIERS WORKPLACES SHOULD ADDRESS:

01

51%

receiving less/no recognition for the same work as male peers

36%

feeling intimidated by the education, licensing, certification requirements

02

47%

gender bias from male peers

29%

none of the above

03

41%

receiving less pay for the same work as male peers

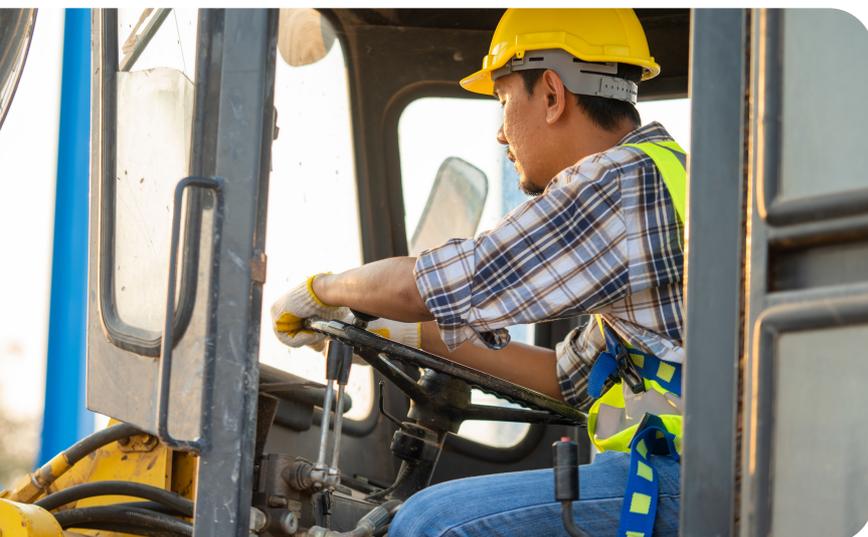
feeling that you are not being heard by male peers

21%

feeling that your female peers think you are incompetent

feeling that you are not being heard by male peers

feeling that you are not being heard by female peers



CHANGING WHO YOU ARE AT WORK

Employees report changing the following to make working as a fe/male in the industry easier:

46%

How you speak

54%

63%

Your level of
aggressiveness
or passiveness

47%

23%

Your level of ambition

21%

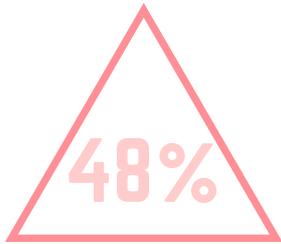
27%

Your body language

18%

CHANGING WHO YOU ARE AT WORK

Employees report changing the following to make working as a fe/male in the industry easier:



How you dress

21%



Your hair

11%



Your makeup

N/A

21%

None of the above



Women reported a greater percentage of behavior change in every category except how they speak, and not changing any of these behaviors.

Women reported the greatest amount of behavior change in the categories of their level of aggressiveness or passiveness (63%), how they dress (48%), and how they speak (46%). Men reported the greatest amount of behavior change in the categories of how they speak (54%), their level of aggressiveness or passiveness (47%), their level of ambition (21%) and how they dress (21%).

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This report is part of the 2020 Recruiting, Integrating, Supporting & Retaining Professionals in the U.S. Water Industry series. For more information, please email her2ointernational@gmail.com

All professionals working in the U.S. water and sanitation sector were invited via social media and/or email to participate in this survey, which was fielded September-November, 2020. There were 158 survey participants.

For full survey methodology and demographic information, please see the Full Research Report.