

# IWD 2024: INVESTING IN OUR PEOPLE AT EWATER GROUP

International Women's  
Day – our commitment  
to investing in our  
people to accelerate  
progress.

International Women's Day is an opportunity to celebrate the advancements achieved by women in all aspects of our

society over the past decades and acknowledge that more can be done to further the advancement of women and girls in Australia and globally.

More diverse workplaces are more creative, they anticipate challenges and risks better and they are by definition more inclusive: of people, ideas, and perspectives.

eWater Group and its divisions advocate and support gender equality in all aspects of water resource management, and at all levels, through our behaviours, programs, projects, and within our engagement with national and international governments, agencies, civil society, professional organisations, and the private sector.

We have made it one of our priorities to have a gender balanced and diverse workforce, including our executive leadership, senior management team, and throughout our organisation.

In the past decade we have made significant inroads:

- The executive and senior leadership in 2015 were all men; today we have 66% female representation, including two general managers and senior leaders within eWater Solutions and the Australian Water Partnership.
- Our senior leadership has had the most significant change. In 2015 our senior leadership was 100% male; today we now have 85% female representation across our software and hydrological teams along with our international development flagship program, the Australian Water Partnership.
- This has had a flow-on effect to our wider organization – 50% female representation in 2015 has increased to 55% this year.

- In 2021, all but one of eWater's Board Directors was male. Although we have more to do to increase Board diversity, our Board is now 1/3 women.

As we continue to grow our workforce and our reach both nationally and internationally, eWater Group remains committed to accelerating the progress of women in the workforce so that all communities benefit.

Michael Wilson, eWater Group CEO, said “We believe a gender balanced and diverse workforce gives us a stronger, more creative, more insightful, higher performing team of experts dedicated to the sustainable management of water resources through the sharing of best practice, capabilities, and knowledge of Australian water expertise, globally.”

“A balanced workforce means that the communities in which we support – from the Murray Darling to the Mekong region – can be assured that we have their best interests at heart.”

Follow our channels to stay up to date on eWater Group and

its divisions.

Learn more about eWater Group > [www.ewater.org.au](http://www.ewater.org.au) and  
the Australian Water Partnership >  
[www.waterpartnerships.org.au](http://www.waterpartnerships.org.au)