

Table of Contents: The GWP GENDER STRATEGY

OUTLINE OF CHAPTER 1: INTRODUCTION

1. Introduction

Specify audience

1.1 Background

- Why Gender Strategy for GWP? (why “gender” and not only “women”)
- Make case for a gender strategy and its potential contribution to the operations of GWP.
- Introduce concepts such as gender, gender equality/gender equity, gender mainstreaming, gender integration, empowerment – (*Glossary Box*).
- Make visible the relevance of the various concepts for the GWP strategy for IWRM/effective water governance
- Linkages between gender, poverty/class, and other forms of discrimination

1.2. The Policy Mandate

- The international policy framework on gender (Beijing, CEDAW, WDR 2012) (- many international pronouncements but little implementation and almost no accountability!)
- The policy framework on gender and natural resource management, -highlight the high political commitments at international level and their filtration to GWP.
- Regional protocols and conventions, SADC, AMCOW etc
- Also locate this within GWP policies, highlight what has been agreed and when.

1.3. GWP Gender Strategy and Future GWP Direction

Essentially, this section is charting the future GWP Direction - its charting the process for integrating a gender strategy in existing GWP operations.

- Link Gender Strategy to existing GWP strategy 2009-2013 – gaps
- Link between Gender Strategy and future GWP Strategy 2014-2019. What are the entry points?

1.4 Summary and Chapterisation of the rest of document

OUTLINE OF CHAPTER 2: GWP AND GENDER POLICY

2.1 Gender Integration Strategies, principles, implementation and lessons learnt at international scale

- Organisational structure, policies and procedures, and culture (clear cut policy on number of issues, e.g. on equal gender participation in structures, central coordination on gender integration, network of persons responsible for gender integration etc.
- Organisation's substantive activities- strategies
- Measuring outcomes and impact in terms of enhancing gender equity, internal tracking and monitoring capability systems on gender, when, how, by whom etc.

This section captures international practice and experiences of other organisations dealing with these aspects and captures the successes and failures in relation to implementation of policy and

lessons to learn from this. It seeks to track down international trends that could inform GWP on gender strategies.

2.2 The GWP Gender Policy- Guiding Principles

Based on the information from international practice, this section outlines GWP policy relating to organizational policies, structure, procedures and culture; programmes; monitoring and reporting. .

2.2.1 Organization's policies, structure, procedures and culture

- The GWP mission statement on gender Equality
- GWP Strategic Policy Objectives
- The Organisational Culture
- Time-bounded strategies to implement the policy
- Human resource practices
- Central Gender Mainstreaming Unit
- Network of Gender Focal Points in GWP regions coordinated by the Central Gender Unit
- Gender and budgeting
- GWP's internal tracking and monitoring of issues

2.2.2 GWP Programming

This section provides for GWP policy on programming.

- Gender assessment/analysis to understand the context that men and women are situated
- Systematic consultation/dialogues with men and men
- Gender sensitive programme planning and management with clearly spelt out gendered processes and expected outcomes
- Gender sensitive monitoring and reporting

2.2. Effective monitoring and reporting mechanisms)

This section provides for mechanisms for tracking, measuring and reporting on outcomes and impact. Gender strategies need to be linked to the results

- Gender monitoring Indicators
- Institutional Arrangements for Monitoring and Evaluation
- Expenditure vs. gender outcomes

OUTLINE OF CHAPTER 3: PRIORITY AREAS OF THE GWP GENDER STRATEGY

The Global Water Partnership raises awareness, influences policies and facilitates processes towards the implementation of IWRM at all relevant levels.. Furthermore, GWP creates an enabling environment through its 2 600+ partners to contribute to the goal of IWRM within their specific role and using their specific expertise. The GWP gender strategy will introduce gender and women's empowerment strategies into the national water ministries, agencies, utilities and municipal authorities internal policy as well as promoting these values among their constituent water users at the basin and local levels. It would also entail supporting the development of and measurement against appropriate gender disaggregated indicators.

1.a IWRM PLANNING POLICIES AND PLANS IN COUNTRIES THAT HAVE THEM IN PLACE REVIEWED FOR GENDER RESPONSIVENESS

- 1.1 Water policies and plans (key written documents) in place in countries reviewed and analysed for clearly stated gender equality goals and objectives and for gender integration into national IWRM policies and plans. Clear statements on how gaps will be reduced /closed and a roadmap for how this will be achieved in the short, medium and long term articulated.
- 1.2 Gender sensitive strategies and mechanisms to boost equal gender participation in water management processes, policies and plans developed and agreed upon.
- 1.3 Gender issues integrated into national IWRM policies and plans for clearly stated gender equality goals, objectives and actions (including participation of both women and men in management of and negotiations on water allocations).
- 1.4 GWP and its gender mainstreaming strategic partners support the Ministries of Water Resources Management/Natural Resources and Environment in building the capacity of relevant government personnel in gender mainstreaming in all programme management processes. It is also important to build capacity of local groups – such as catchment management agencies, water user associations and other land-water-environment groups.

b. GENDER ISSUES INTEGRATED INTO NATIONAL IWRM PLANNING PROCESSES, POLICIES AND PLANS IN COUNTRIES THAT HAVE NOT YET ACHIEVED THIS AND GENDER EQUALITY GOALS AND OBJECTIVES CLEARLY STATED AND INCORPORATED

- 1.1 Work with policy makers and senior government officials to raise their awareness on the importance of mainstreaming gender in water management policies, plans and processes and to secure their commitment on the same. In essence demonstrate the benefits which the inclusion of gender issues will hold for their work.
- 1.2. Gender analysis carried out as part of creating knowledge base for decision-making.
- 1.3. Gender sensitive strategies and mechanisms to boost the participation of both women and men developed and agreed upon.
- 1.4 Water policy development and IWRM planning are elaborated in a gender participatory and inclusive manner, enabling the voices and concerns of poor women and men to be considered in decision-making.

c. GENDER MAINSTREAMED IN TRANSBOUNDARY WATER MANAGEMENT AND PROCESSES

- 1.1 Relevant basin organisations identified in order to collaborate on developing, adopting and implementing gender strategies. This includes the possibility of revising existing agreements as well as promoting the inclusion of gender issues in agreements not yet finalised.
- 1.2 Awareness raised around gender issues in the transboundary context and commitments obtained from basin organisations to adopt gender approaches in their work.
- 1.3 Collaborate (across borders where necessary/possible) with national governments, basin organisations, NGOs, the media and other stakeholders to ensure that gender policies are implemented.
- 1.4 Gender is mainstreamed in transboundary water management processes of regional organisations such as ASEAN, SADC and ECOWAS.

2. LEGAL DOCUMENTS FOR WATER MANAGEMENT INSTITUTIONS OF GOVERNMENT AND WATER USER GROUPS, ARE GENDER SENSITIVE AND NON DISCRIMINATORY, THAT BOTH WOMEN AND MEN ARE GIVEN OPPORTUNITIES TO PARTICIPATE IN WATER MANAGEMENT, DECISION-MAKING AND EMPLOYMENT; THAT DOMESTIC USE OF WATER, WHICH IS OFTEN EQUATED WITH WOMEN ALTHOUGH IT IS OF EQUAL IMPORTANCE FOR MEN, IS IDENTIFIED AS A LEGITIMATE AND HIGH PRIORITY NEED.

- 2.1 Water laws and institutions analysed and reviewed for gender discrimination and areas requiring attention identified. e.g. in areas of joint titling of licenses, land tenure documents, membership

and participation in decision making processes, and violations of women's rights to water for domestic and agriculture purposes and other socio-economic rights.

- 2.2 Legal priority for water for domestic basic existence amount (25-50 litres needed a day) mainstreamed in all national laws, but also in decisions on infrastructure investments, irrigation schemes construction and rehabilitation, optimizing access to water for domestic uses, health training for irrigation engineers, quantifying domestic needs as part of total water resources; women and men have equal access and control of water infrastructure e.g., for women's priority uses (both domestic and productive);
- 2.3 Gender equality is introduced in participatory planning for multiple uses in public and private infrastructure investments and technical capacity building for operation of both manual and mechanized equipment.
- 2.4 Women and men participate equally in water management decision making and employment in the water management ministries and relevant levels.

3 GENDER EQUALITY THROUGH CREATION OF EQUAL OPPORTUNITIES IN EDUCATION, TRAINING AND EMPLOYMENT IN THE WATER BUREAUCRACY PROMOTED

- 3.1 Gender parity introduced in water management institutions and gender policy mainstreamed into the water agency operations, e.g. in Ministries of Water Resources Management/Natural Resources and the Environment/Ministries of Agriculture.
- 3.2 Training and capacity building of water engineers and other technicians to create gender-just water management implemented at three levels, namely; entry level, ME level courses in Engineering Colleges, and gender sensitisation of junior and senior engineering staff.
- 3.3 Gender- sensitive water education facilitated for water engineers through curriculum change of masters level engineering colleges to include gender, equity and poverty issues along with the core engineering subjects.
- 3.4 The provision of scholarship and bursary opportunities for women and girls to obtain training in engineering, technical, science and scientific areas promoted and women and girls able enrolled under this scheme from 2013/2014.
- 3.5 Gender, Water and Equity Training (GWET) course for policy makers, development practitioners, academics and activists strengthened and implemented in GWP regions.

4 GENDER EQUALITY INTEGRATED IN THE IMPLEMENTATION OF PROGRAMMES TO ADDRESS CRITICAL CURRENT AND EMERGING DEVELOPMENT CHALLENGES SUCH AS CLIMATE CHANGE, FOOD SECURITY, URBANISATION AND OTHERS

- 4.1 Gender analysis carried out to create knowledge base for decision making and incorporated in all programmes and projects.
- 4.2 GWP identifies, collects and collates the numerous gender mainstreaming strategies for a range of current and future development challenges such as climate variability, climate change, food security, urbanisation, etc. and brings them to the attention of ministries of water resources management, ministries of agriculture and local government, climate change institutions, and others.
- 4.3 GWP and its strategic gender mainstreaming partners support relevant Government institutions and organisations to understand and apply the gender strategies and implement gender mainstreaming awareness training of relevant personnel for all programme cycle processes (planning, implementation, reporting and evaluation).
- 4.4 Gender based community consultation processes and where necessary electronic discussions used in facilitating dialogues with women and men in all programme cycle processes.
- 4.5 Capacity building of women as leaders on climate and environmental change, as frontliners in terms of managing food security, water, wood, shelter and air.

- 4.6 GWP working through its partners and strategic allies accesses the experiences of women and men on the ground to inform GWP TEC's intellectual contributions.

5 GENDER INTEGRATED IN GWP KNOWLEDGE BUILDING PRODUCTS AND THE GWP COMMUNICATION STRATEGY

- 5.1 Effective linkages established with GWP partners on the ground and collaboration to build a bottom-up communication culture that builds knowledge based on the needs, solutions and challenges of poor women and men.
- 5.2 Awareness raising training on gender and communication developed and implemented, especially among the Communication Officers.
- 5.3 Gender equity is integrated in GWP communication strategy and GWP public information system.
- 5.4 An advocacy and awareness raising strategy on gender equality is developed and implemented.
- 5.5 Gender based knowledge and best practices on IWRM and gender equality programming on GWP current and future development challenges collected, developed and disseminated.
- 5.6 Policy briefs for national and regional policymakers, civic organizations and water managers with specific information on the gender dimensions of IWRM , development challenges such as climate variability, climate change and others developed and disseminated

6 GENDER EQUALITY INTEGRATED IN GWP STRUCTURES, STRATEGIC ALLIANCES AND PARTNERSHIPS BUILT FOR GENDER EQUALITY ADVOCACY, AWARENESS RAISING; GENDER EQUALITY INCLUDED IN STRATEGY IMPLEMENTATION.

- 6.1 Equal Gender participation integrated in all GWP structures –RWP/CWPs, AWP; Global GWP SC, GWP TEC.
- 6.2 Gender equality alliances built with gender experts, women's organizations and networks, stakeholders at country and regional levels for advocacy, technical advice, capacity development, monitoring and evaluation. - No 'blind' partnering with local institutions, Partnerships need to consider existing social relationships within the institutions including inequitable relationships among women and men and how these may feed gender inequalities.
- 6.3 GWP structures reach out to women's organisations/associations to register as GWP partners.
- 6.4 GWP structures convene regular review/consultation meetings with strategic women's' organisations/associations involved in the implementation of the GWP Strategy, at least once a year.

7 ADEQUATE FINANCIAL RESOURCES ALLOCATED TO SUPPORT GENDER MAINSTREAMING IN GWP PROGRAMMES AND OPERATIONS AND GENDER RESPONSIVE BUDGETING INTRODUCED IN GWP

- 7.1 GWP will commit 15-20% of its core funding into gender activities. .
- 7.2 GWP raises funds to support implementation of other elements of the gender strategy.
- 7.3 Gender-responsive budgeting/ and gender audit facilitated at all levels from the perspective of impact on women and men, boys and girls.
- 7.4 Raise awareness amongst the donor community about the importance of incorporating gender issues at all levels of water management.

8 A GENDER EQUALITY MONITORING AND EVALUATION SYSTEM DEVELOPED AND IMPLEMENTED AT THE GWP CWP, RWP AND GWPO LEVELS

- 8.1 Partnerships developed with governmental and non-governmental implementers of key gender and water strategies in UN Water and UN Women and Water, Africa (AMCOW), Asia (e.g., Asian

Development Bank), Latin America (e.g. Inter-American Development Bank) and FAO and indicators for monitoring and reporting developed.

- 8.2 Partnerships developed around selected indicators for joint learning (for multiple uses, across the different water sub-sectors) and for monitoring to hold government and other agencies accountable
- 8.3 Gender disaggregated indicators for monitoring, evaluating and reporting IWRM implementation collated from what already exists, and applied to monitor implementation.
- 8.4 Gender disaggregated data on water access and use introduced and monitored.
- 8.3 The disaggregation of data on education, training and participation in water agencies facilitated.
- 8.4 A gender sensitive M& E system with clearly stipulated key indicators implemented in all programme cycle processes (planning, implementation, reporting and evaluation).
- 8.5 Disaggregation of data on participation of women and men in GWP structures introduced at all levels.
- 8.6 Annual gender audit to review budgetary allocations and utilisation for gender mainstreaming at all levels undertaken.
- 8.7 A partnership data base on GWP strategic gender equality partnerships developed and communicated each year.

CHAPTER 4: ROLES AND RESPONSIBILITIES-ACCOUNTABILITY FOR GENDER EQUALITY IMPLEMENTATION

This section will highlight accountability/roles and responsibilities of structures in the implementation of the gender strategy.

- 4.1 The GWP Partners, RWPs and CWPs .
- 4.2 The GWP Regional Steering Committees and Chairs
- 4.3 The GWP RWP Regional Secretariats
- 4.4. GWP Regional Gender Focal Points
- 4.5. The GWP Global Steering Committees
- 4.6 The GWP Technical Committee
- 4.7 The Executive Secretary GWPO
- 4.8. The Gender Focal Point at GWPO
- 4.9 Head of Network Operations
- 4.10 Network Officers
- 4.11 Head of Communication
- 4.12 Knowledge Sharing Officer
- 4.13 Head of Finance