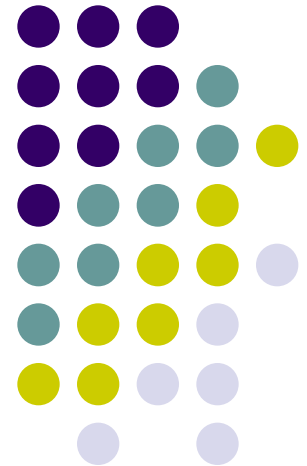


Caribbean Water Initiative (CARIWIN)

Gender Mainstreaming



The concept of Gender Equality



- **Gender:**
 - Refers to socially constructed and therefore learned roles and responsibilities ascribed to men and women, girls and boys based on their sex;
 - Gender has less to do with physical and biological attributes than the expectations, characteristics, attitudes and behaviors of women and men;
 - Gender relates to the power relationships between the sexes;
 - Gender roles change over time and vary within and between cultures.
- **Gender equality (GE):**
 - Gender equality is the situation where women and men enjoy the same status and have equal conditions, responsibilities and opportunities for realizing their full human rights and potential.
- **Gender equity:**
 - Implies the application of general principles of justice and refers to fairness and justice to women and men.
 - It can be described as 'legal equality' and can therefore be seen as a subset of gender equality.
 - Note: many times gender equity is used interchangeably with gender equality.

Gender mainstreaming



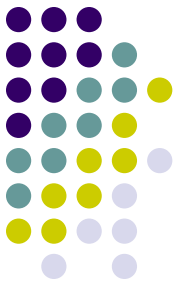
- **Gender mainstreaming:**
 - the process of assessing the implications for women and men of any planned action;
 - it is a strategy for making the concerns and experiences of men and women an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres.
 - The ultimate goal of gender mainstreaming is to achieve gender equality.
- **Gender sensitivity:**
 - the willingness to address attitudes and bias which may be impediments to gender equality.
 - Gender sensitivity entails not reinforcing stereotypes and consideration of difference between men and women.
- **Gender training / gender equality training:**
 - training to increase awareness and capacity to respond to differences, similarities, vulnerabilities, strengths based on gender roles, relations, and responsibilities.

The Millennium Development Goals (MDGs)



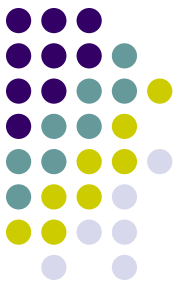
- The Millennium Development Goals (MDGs) are eight goals to be achieved by 2015 that respond to the world's main development challenges.
 - Goal 1: Eradicate extreme poverty and hunger
 - Goal 2: Achieve universal primary education
 - Goal 3: Promote gender equality and empower women
 - Goal 4: Reduce child mortality
 - Goal 5: Improve maternal health
 - Goal 6: Combat HIV/AIDS, malaria and other diseases
 - Goal 7: Ensure environmental sustainability
 - Goal 8: Develop a Global Partnership for Development
- Most of the issues are directly gender related and addresses the role of women in water issues.

How do we pay attention to Gender Equality in CARIWIN



- **Formulate a gender document;**
 - Formulate a policy and or action plan;
- **Policy influencing**
 - Sensitize managers and the decision makers to gender issues
- **Appoint a FOCAL POINT**
 - This is necessary step to deal with gender issues.
- **Understanding the peculiarities of the Developing Countries (DCs)**
 - Gender analytical framework of the DCs;
 - Informed assessment of the culture of gender in the DCs;
- **Gender mainstreaming within the working institutions**
 - Building capacity within the organization and create or change, (if necessary) existing policies,
 - Sensitize staff to gender issues and gender training;
 - Make sure the action plans are implemented;
 - Need for questionnaires to the trainees before and after training;
- **Gender sensitizing vs. Gender transformation.**

Why do we need gender strategy and related documents



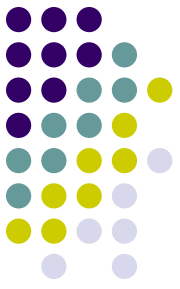
- These are needed to show commitment.. give direction and guide the organization. And tells us how to formulate a strategy.
- **Gender policies and gender policy declarations**
 - Provides a theoretical and fundamental stance on gender equality.
 - A gender policy outlines the organization's intentions and commitment to gender equality.
- **A gender strategy or gender action plan**
 - A gender policy which further outlines operational aspects on how to work towards gender equality.
 - May include objectives, goals, actions, and may contain activities for the short, medium, and long term that can be adequately measured.
 - A gender strategy or action plan can be additional to a gender policy or replace a gender policy.
- **An operational plan**
 - Similar to a gender strategy or action plan but more focused on the operational side.

The 12 Essentials of Mainstreaming



- *1. Senior managers must lead the way*
- *2. Accountability*
- *3. Don't mix your strategy with your goal*
- *4. Link your cross cutting priorities*
- *5. Effective mainstreaming needs policy coherence*
- *6. Socio-economic analysis must be the starting point*
- *7. How your organisation works and what it looks like matters*
- *8. Mainstreaming is not cost free and can't happen on its own*
- *9. Training must be continuous and relevant*
- *10. All monitoring and evaluation must include equality analysis*
- *11. Listen and learn from others*
- *12. Work with others*

How to monitor its implementation ?



- There is a need to ensure that the organizations formulate a gender prospective to ensure change and success of CARIWIN.
 - How aware are the stakeholders of the gender to issues?
 - Do they perceive to address gender issues?
 - How do they address gender in their curriculum?
- Look at the structure and culture of CIMH and partners.
 - There may be the need to do an organizational gender assessment;
 - Look at the organizational framework of partners.
- Ensure a representative number of men and women in the programme;
- Incorporate gender prospective in IWRM training programs;
- Network with all stakeholder and other related organizations.
- Measurable indicators - put the systems in place measure the outcomes.

Thank you!

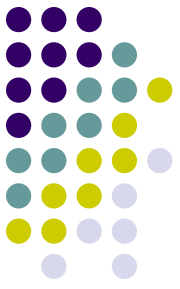


The 12 Essentials of Mainstreaming



- *1. Senior managers must lead the way*
 - Senior managers can encourage good practice by showing commitment to mainstreaming and achieving equality goals. Such leadership is essential because only senior managers can oversee implementation of a cross-cutting theme that intersects all structures and programmes of an organisation.
- *2. Accountability*
 - Ultimate accountability for policy implementation rests with senior managers. They must put accountability systems in place that ensure all staff deliver on policy priorities.
- *3. Don't mix your strategy with your goal*
 - Mainstreaming is a strategy aimed at political, economic and social change.
 - Equality is the ultimate goal.
- *4. Link your cross cutting priorities*
 - Multiple forms of discrimination are a reality in most people's lives. Acknowledging these and understanding how they reinforce each other are essential to achieving overall equality goals. *(Physically Challenged women are especially vulnerable as they encounter multiple forms of discrimination, live in extreme poverty and do not have jobs. Rosa Salgado: Nicaragua)*

The 12 Essentials of Mainstreaming



- *5. Effective mainstreaming needs policy coherence*
 - Real progress towards equality goals must not be undermined by policy and practice in other areas such as trade or macro-economics.
- *6. Socio-economic analysis must be the starting point*
 - Without detailed analysis of a situation, it is impossible to develop an effective strategy.
 - Good equality-sensitive analysis needs clear and accessible information including disaggregated data.
- *7. How your organisation works and what it looks like matters*
 - Organisational structure and culture can promote or prevent effective mainstreaming. Organisation structure needs to match policy priorities. If equality is a priority, it must be reflected in the way the organisation works and how resources are allocated.
- *8. Mainstreaming is not cost free and can't happen on its own*
 - Adequate, ring-fenced and sustained financial and human resources are essential to closing the policy/practice gap. Successful mainstreaming requires expert staff at senior level and secure resources. Mainstreaming should be accompanied by properly resourced positive action measures.

The 12 Essentials of Mainstreaming



- *9. Training must be continuous and relevant*
 - Frequent and relevant training is central to effective mainstreaming and must be regularly evaluated to ensure that knowledge and expertise are applied and retained.
- *10. All monitoring and evaluation must include equality analysis*
 - Ongoing and regular M&E are essential elements of effective policy implementation and must include equality analysis. Documenting, highlighting and disseminating good practice promotes lesson learning and shows that equality objectives can be achieved.
- *11. Listen and learn from others*
 - Increasing dialogue, partnerships and networking on mainstreaming with civil society and academic institutions will strengthen mainstreaming efforts by exchanging ideas and good practice examples.
- *12. Work with others*
 - Informal and formal exchange opportunities encourage governments, civil society and donors to work more collaboratively and create a more enabling environment for mainstreaming equality issues.