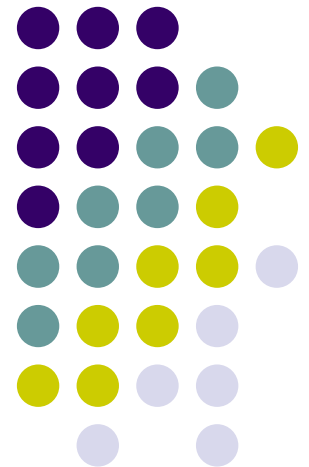


# Caribbean Water Initiative (CARIWIN)

Formulating a Gender Policy

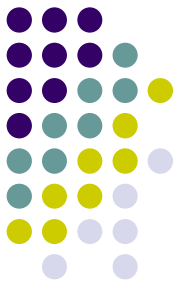
Kathy-Ann Caesar

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# Working Group

- *Alicia Suchorski – McGill*
- *Saskia Ivens – consultant*
- *Kathy-Ann Caesar - CIMH*
- *Catherine Senecal – McGill*



# The concept of Gender Equality



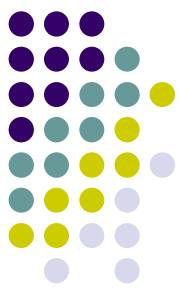
- **Gender:**
  - Refers to socially constructed and therefore learned roles and responsibilities ascribed to men and women, girls and boys based on their sex.
  - Gender has less to do with physical and biological attributes than the expectations, characteristics, attitudes and behaviors of women and men.
  - Gender roles change over time and vary within and between cultures.
- **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: the perception



- *Male* and *female* refers to the sexual characteristics while *man* and *woman* applies to gender;
- Gender is country and time specific;
- Problem with the word 'equality' in English language is that it implies equality between the sexes.
- Equality implies having the same status for realizing you same human rights and potential;
- But this is complex and based on perception;
- In many countries the law may be the same for men and women but the perception is not so.
- Gender equality recognizes that we are not equal.

# The importance of Gender Equality in Water Management Projects in the Caribbean.



- CARIWIN project will need to consider the different roles of men and women in water resource management in the various DCs.
- There is a need to address the concept that women are responsible of getting water and management of water in the household.
- In many of the Caribbean countries water issues are not as dire; however women are still responsible for managing the household;
- These concepts need to be addressed, understood, explained and overcome.

# 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.

# The Plan of Implementation at the World Summit on Sustainable Development, Johannesburg, September 2002



- II Poverty Eradication
  - 6. (d) Promote women's equal access to and full participation, on the basis of equality with men, in decision-making at all levels, mainstreaming gender perspectives in all policies and strategies.....
  - (a) Improve access to land and property,....., with special attention to female heads of households.
- IV. Protecting and managing the natural resource base of economic and social development 24. ...achieve the millennium development goal of safe drinking water and basic sanitation
  - (a) Mobilize international and domestic financial resources at all levels, ....., ensuring that such infrastructure and services meet the needs of the poor and are gender-sensitive.
  - (b) Facilitate access to public information and participation, including by women, at all levels in support of policy and decision-making related to water resources management and project implementation.
- VI. Health and sustainable development.
  - 47. Strengthen the capacity of health-care systems to deliver basic health services to
  - (l) Transfer and disseminate...technologies for safe water, sanitation and waste management...taking into account country-specific conditions and gender equality including specific technology needs of women;

# 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 DC's**
  - Gender analytical framework of the DC's;
  - Informed assessment of the culture of gender in the DC's;
- **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 Four Key Steps of Gender Mainstreaming



- In practical terms, gender mainstreaming involves four key steps:
  - STEP 1: Sex disaggregated data and gender analytical information
  - STEP 2: Women as well as men influencing the development agenda
  - STEP 3: Context-specific action to promote gender equality
  - STEP 4: Organizational Capacity Building and Change

# Gender analytical framework



- Roles and responsibilities
  - What do men and women do?
  - Where do they work?
  - When do they work?
  - What constraints do they have?
- Assets
  - What livelihood assets/opportunities do men and women have access to?
  - What constraints do they have?
- Power and decision making
  - What decision making do men and women participate in?
  - What decision-making do men and women control?
  - What constraints do they have?
- Needs, priorities and perspectives
  - What are women's and men's needs and priorities?
  - What perspectives do they have on appropriate and sustainable ways of addressing needs?

# 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 issued?
  - 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.

# Project Outcomes



- 1. Emergence of CIMH as a strengthened regional training institution and information centre of excellence in equitable and sustainable IWRM.
  - 1a. Percentage and number of male and female trainees at CIMH before/after project.
    - *CIMH routinely keep a record of the trainees entering the institution .*
  - 1b. Level of satisfaction among CIMH member states for services and resources.
    - *Evaluation of the outcomes should be gender specific –and done during and after the project*

# Collaborating in Africa : New approaches in Water Sector

24-25 May, 2007, Gatineau, (Québec), Canada



- Despite efforts (projects) over the last three decades to alleviate the situation to date over 300 million Africans do not have access to fundamental services like drinking water and sanitation;
- Some 50% of the whole of African suffer from one of the six principal Water Borne Diseases.
- The meeting focused on addressing these issues, recognizing that role of women in water management and sanitation.
- Gender issues must be considered by the policy makers in cooperation with the scientists.
- Noted that many of the projects in Africa to correct the water problems don't work because they don't address the cultural aspects of water use.

Thank you!

