

## **Gender Equality Strategy for CARIWIN – A Working Document**



**Jointly prepared by the Brace Centre for Water Resources Management and  
the Caribbean Institute for Meteorology and Hydrology (CIMH)**

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**Acronyms**

BCWRM	Brace Centre for Water Resources Management
CAFRA	Caribbean Association for Feminist Research and Action
CARICOM	Caribbean Community and Common Market
CARIWAND	Caribbean Water and Gender Network
CARIWIN	Caribbean Water Initiative
CIDA	Canadian International Development Agency
CIMH	Caribbean Institute for Meteorology and Hydrology
CWS	Community Water Strategy
DC	Developing Country
DCETO	Developing Country Education and Training Organization
FHH	Female-headed households
GE	Gender Equality
GWA	Gender and Water Alliance
GWP	Global Water Partnership
IWRM	Integrated Water Resources Management
LFA	Logical Framework Analysis
WUA	Water Users Associations

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*Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results.*  
(CIDA 1999)

### Introduction

“Attention to gender equality is essential to sound development practice and at the heart of economic and social progress.”  
(CIDA 1999)

The Caribbean Water Initiative is funded by the Canadian International Development Agency and therefore the CIDA Policy on Gender Equality will serve as a key guide for project collaborators. CARIWIN will work towards integrating the three objectives set out in the CIDA Policy on Gender Equality into project activities: To advance women’s equal participation with men as decision-makers in shaping the sustainable development of their societies; To support women and girls in the realization of their full human rights; and To reduce gender inequalities in access to and control over the resources and benefits of development. The purpose of this working document is to clearly state the specific gender equality targets set within the CARIWIN project and to solicit on-going input from partners in determining the best means for achieving these.

### Project Purpose

The CARIWIN project, initiated in 2006 with a planned duration until 2012, is a collaborative effort between McGill University’s Brace Centre for Water Resources Management (BCWRM), the Caribbean Institute for Meteorology and Hydrology (CIMH) located in Barbados, and Caribbean partner governments of Grenada, Guyana, and Jamaica. The purpose of this project is to increase the technical and institutional capacity of Caribbean nations to deliver sustainable and equitable integrated water resources management (IWRM). IWRM, as defined by the Global Water Partnership (GWP), is “a process that promotes the coordinated management of water, land and related resources, in order to maximize equitable economic and social development without compromising the sustainability of vital ecosystems” (n.d.).

In order to achieve the goal of IWRM in the Caribbean, CARIWIN proposes to strengthen the CIMH, a regional organization whose mandate is to provide training and capacity development in climatology and water management to CARICOM member states. By integrating the IWRM approach into CIMH training and capacity development initiatives, the project will have a significant multiplier effect throughout the Caribbean. Through CIMH, CARIWIN will pilot capacity building initiatives in IWRM, aimed at the national, local government and community levels in Grenada, Guyana, and Jamaica.

## **Expected Outcomes**

The main expected outcomes include: the emergence of CIMH as a strengthened regional training institution and information centre of excellence in equitable and sustainable IWRM; an increase in the number of skilled water specialists and decision-makers who are qualified to develop IWRM policies in Grenada, Guyana, and Jamaica.; the establishment of partnerships between CIMH, national agencies and community water users associations to adopt these standard practices, to address the needs of the poor and to reinforce women's participation at all levels of planning and decision-making.

## **Importance of GE in Water Management Projects**

Ensuring that water management is both integrated and equitable is crucial to ensuring sustainable development and poverty alleviation in the Caribbean. Weaknesses in physical and social infrastructure in water management in countries of the Caribbean have a disproportionate impact on women, especially female heads of households, and contribute to their poverty and health problems. They increase the time and energy needed to perform domestic tasks, and they reduce the time women have available for paid work or other activities. In rural areas, women remain the principal users and conservers of water, but lack opportunities for formal decision-making in water management.

## **General Strategies for Achieving CARIWIN's GE Targets**

1. Nominating **Gender Equality Focal Points** within the project means that the organizations involved are committed to GE as there are individuals in place to ensure that the work with a gender-sensitive nature gets completed, as well as to monitor and guide the project towards the successful achievement of the targets. Within CARIWIN, there are three GE Focal Points at the lead Canadian and Barbadian institutions. They will re-evaluate the Gender Equality Strategy for CARIWIN annually. These three GE Focal Points are:

- Catherine Senecal, CI Project Coordinator
- Alicia Suchorski, BCWRM Graduate Student
- Adalene Ifill, CIMH (Ms. Ifill has replaced Kathy-Ann Caesar as the GE Focal Point at CIMH. Ms. Caesar remains an invaluable reference).

2. Circulating the working document of the gender equality strategy to lead representatives from the partner institutions and organizations for input will raise awareness of the importance of GE issues and provide feedback including realistic means to achieve our planned results.

3. Involving the Gender and Water Alliance (GWA), the Caribbean Association for Feminist Research and Action (CAFRA), and the Gender Studies Centre of the University of the West Indies will connect CARIWIN with important and established networks.

4. Consulting an external specialist in GE and water management will complement the project team's skills when internal capacities are exceeded.

5. Stimulating the creation of a regional Caribbean Water and Gender Network (CARIWAND) will provide a grassroots entity which will promote women in decision-making and in non-traditional technical areas as trainees and workshop participants; ensure that women are empowered to participate in community governance for water; and ensure that GE considerations are integrated in water sector policies, strategies and plans across the Caribbean.

### CARIWIN's GE Targets and Specific Strategies

Within the Logical Framework Analysis (LFA) of CARIWIN, there are the long-, mid-, and short-term objectives that have a gender component associated with them. Collecting sex-disaggregated data allows for the monitoring of male and female (M/F) participation under various activities, with the aim of increasing the number of female professional staff and workshop participants and trying to strike an eventual equality between the number of male and female beneficiaries (for full LFA please see [www.mcgill.ca/cariwin/documents](http://www.mcgill.ca/cariwin/documents)).

**Table 1 -Sex-disaggregated objectives for CARIWIN**

<b>Expected results</b>	<b>Performance Measurement Indicators</b>	<b>Strategy</b>
<b>Long-term Objectives</b>		
Increased capacity of Caribbean countries' human resources to deliver equitable and sustainable IWRM that supports poverty reduction.	Number of national water policies adopted based on IWRM principles and practices.	- Project team members to encourage the inclusion of GE in the development of IWRM policies
<b>Mid-term Objectives</b>		
1. Emergence of CIMH as a strengthened regional training institution and information centre of excellence in equitable and sustainable IWRM.	1a. Percent and number (M/F) of trainees at CIMH before and after project.	- Advertise courses and programs with a mention of equal opportunity for female candidates.
2. CIMH national outreach program provides water specialists and decision-makers with tools for developing IWRM policies in three DC's (Grenada, Guyana, and Jamaica) by Year 6.	2b. Number of CIMH faculty (M/F) providing outreach services.	- Encouragement from within CIMH for qualified female staff members to participate in training/outreach activities.
<b>Short-term Objectives</b>		
1.1 Ten (7M/3F) CIMH faculty prepared to deliver training for different levels of water management stakeholders in IWRM policies and practices that address gender equality, cultural diversity, environmental sustainability and participatory approach by Year 1.	1.1 Number of CIMH faculty (M/F) trained in Barbados and in Canada. Evidence of appropriate attention to social/cultural/gender, economic, political, legal, environmental, technical aspects of water sector management in training.	- Encouragement from within CIMH for qualified female staff members to participate in training activities. - GE Focal Points from BCWRM and CIMH to contribute to course planning

2.2 Twelve (8M/4F) specialists and six (5M/1F) decision-makers from three DC's trained in IWRM by CIMH in collaboration with Canadian partners in each Year 1 and Year 2.	2.2 Number of specialists M/F trained. Number of decision-makers (M/F) trained.	<ul style="list-style-type: none"> <li>- Advertise courses and workshops with a mention of equal opportunity for female candidates.</li> <li>- DCETO Project Coordinator to work closely with partner governments in facilitating selection of qualified female candidates</li> </ul>
3.1 Upon completion of the CWS planning process, national workshops attended by five representatives from national government, five from local government and five from NGO's held in three countries by Year 4.	3.1 Number of workshops held. Number of participants (M/F) per country sorted by representation.	- Consult the target beneficiaries during the workshop planning phase to determine the conditions to maximize female participation
3.2 Local workshops attended by two representatives from national government, three from local government, five from NGO, ten from WUA, five from FHH held in three communities by Year 6.	3.2 Number of workshops held. Number of participants (M/F) per community sorted by representation.	- Consult the target beneficiaries during the workshop planning phase to determine the conditions to maximize female participation
3.3 Caribbean Water and Gender Network CARIWAND is operational and influencing participation of women (50% F WUA, 30% F specialists, 15% F decision-makers) in IWRM activities by Year 6.	3.3 Percentage increase in female participation from Year 1 to Year 6.	<ul style="list-style-type: none"> <li>- GE Focal Points from BCWRM and CIMH to guide and support CARIWAND</li> <li>- All project team members to promote CARIWAND in all project activities</li> </ul>

## References

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