

 Austrian
Development
Agency



ADOPTING A GENDER TRANSFORMATIVE APPROACH IN THE GWP

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GWP Gender Strategy



ACTION PIECE



Gender equality and inclusion in water resources management

WHAT IS GENDER?

QUICK TOP KEY POINTS

- **Gender** refers to the characteristics of women, men, girls and boys that are socially constructed.
- This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other.
- As **a social construct**, gender varies from society to society and can change over time.

- Gender interacts with but is ***different from sex***, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes, hormones and reproductive organs.
- Gender is hierarchical and produces inequalities that intersect with other social and economic inequalities.

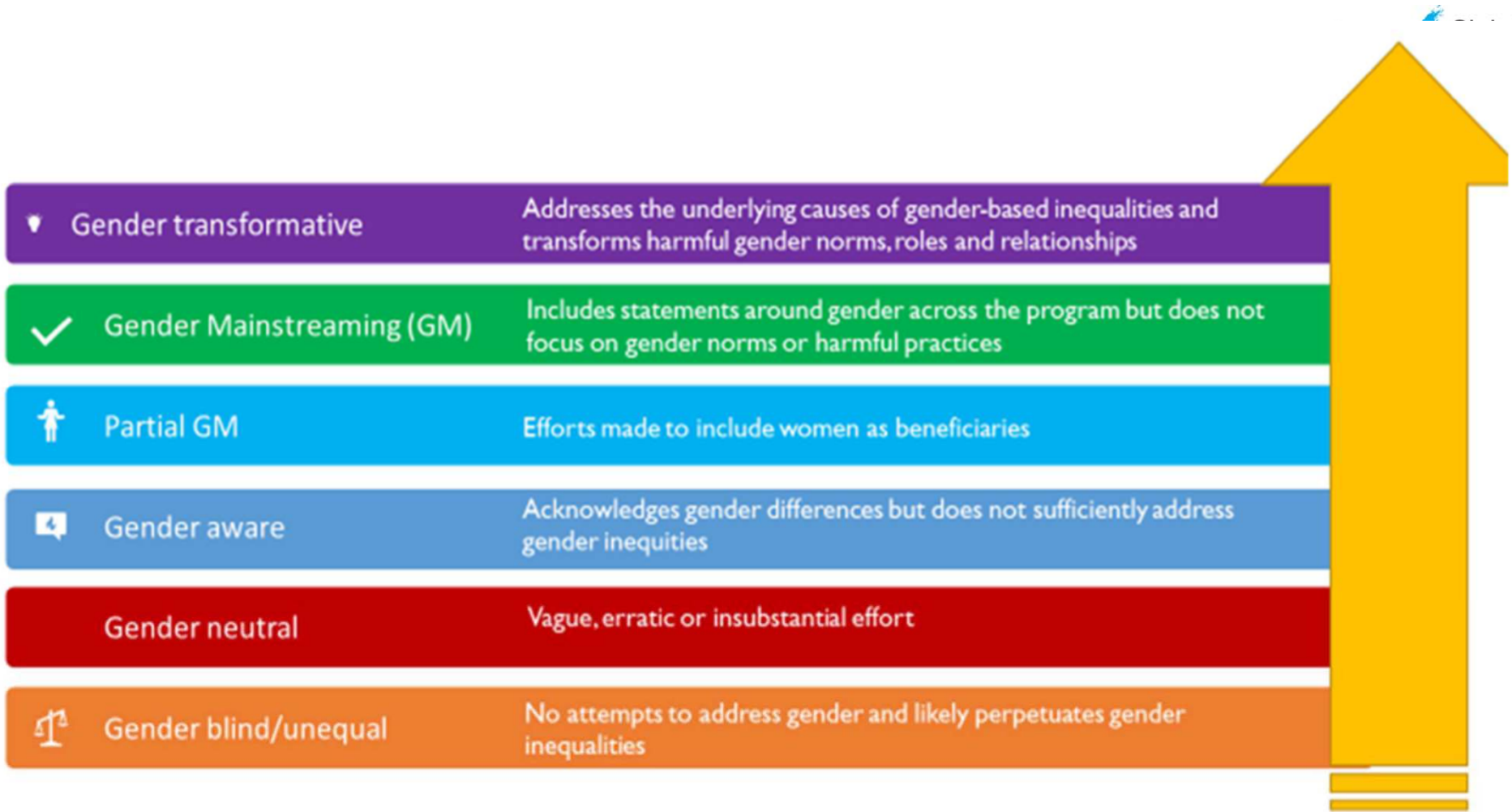
- ***Gender-based discrimination*** intersects with other factors of discrimination, such as ethnicity, socioeconomic status, disability, age, geographic location, gender identity and sexual orientation, among others.
- This is referred to as ***intersectionality***.

Action area 1: Institutional leadership and commitment
Make gender equality and inclusion a core business goal

Action area 2: Gender and inclusion analysis that drives change
Conduct gender and inclusion analysis at all levels

Action area 3: Meaningful and inclusive participation in decision-making and partnerships
Adopt a ‘nothing about them without them’ approach’

Action area 4: Equal access to and control of resources
Create a level playing field with respect to access to and control of resources



The five principles of gender mainstreaming

- **Gender**-sensitive language. Texts referring to or addressing both women and men must make women and men equally visible.
- **Gender**-specific data collection and analysis.
- Equal access to and utilisation of services.
- Women and men are equally involved in decision making.
- Equal treatment is integrated into steering processes