ADOPTING A GENDER TRANSFORMATIVE APPROACH IN THE GWP

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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
- **Gender transformative**: Addresses the underlying causes of gender-based inequalities and transforms harmful gender norms, roles and relationships.

- **Gender Mainstreaming (GM)**: Includes statements around gender across the program but does not focus on gender norms or harmful practices.

- **Partial GM**: Efforts made to include women as beneficiaries.

- **Gender aware**: Acknowledges gender differences but does not sufficiently address gender inequities.

- **Gender neutral**: Vague, erratic or insubstantial effort.

- **Gender blind/unequal**: No attempts to address gender and likely perpetuates gender inequalities.
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.