

## Workshop on Mainstreaming Gender and CSR in water policy-related work

2-4 March 2015

*GWP-Med Host Institute Office, Kyrristou 12, Athens, Greece*

### 1. Background

The 'Governance & Financing for the Mediterranean Water Sector' Project, labelled under the Union for the Mediterranean, is implemented by GWP-Med and the OECD and aims to diagnose key governance bottlenecks to mobilising financing for the Mediterranean water sector and to support the development of consensual action plans based on international good practices. With water governance being a complex issue essentially affecting the daily lives of all citizens, men and women, rich and poor, young and old, and with the organisation and administration of the water chain immensely varying from country to country, it is widely recognised that increased transparency, accountability and participation lead to more sustainable governance structures, able to cater for the citizens' needs and create an enabling business environment contributing to the water sector's financial sustainability.

The Swedish Government supports financially the project through Sida (Swedish International Development Cooperation Agency), whose Development Policy –and specifically its MENA Regional Strategy under which the Project falls– aims to tackle cross-cutting issues such as gender, human rights, equity and poverty through all supported development projects. Given the priority that Sida attributes to this, GWP-Med is trying to improve the mainstreaming of cross-cutting issues in its projects' policy work and activities. With the assistance of two experts, the Athens Workshop focuses on mainstreaming specifically gender and CSR in water policy-related work.

The recent launch of GWP's Gender Strategy and the current efforts for its regional adaptation aligns perfectly with the project's efforts to mainstream gender into the line of work. The Workshop represents a great opportunity for Sida and GWP to join forces and strengthen their mutual efforts in this direction.

In this context, and in addition to GWP-Med Secretariat including the Tunis office, the Workshop will be attended by GWP Regional Gender Focal Points and Project Managers with interest on gender and CSR, GWPO staff including the Gender Focal Person, partners from the Stockholm International Water Institute (SIWI) and its MENA Water Integrity Programme supported by Sida and colleagues from GWP-Med's Host Institute, the Mediterranean Information Office for Environment, Culture and Sustainable Development (MIO-ESCDE).

The workshop will address CSR and Gender concepts and their relevance to the project results with gender analysis concepts to be introduced and linked to CSR. Further focusing on principles, preconditions, objectives and tools for successful mainstreaming, the workshop will use the GWP Gender Strategy as case study, analysing the consultation process that led to its drafting from a gender and CSR perspective. The workshop is structured around theoretical input, own reflection and group work, based on the use of participatory methodologies, to link new knowledge with the participant's already existing hands-on experience and enhance the learning process. The aim of this workshop is to enable participants make use of the tools learned to improve their own gender/CSR analysis, identify related possibilities and challenges, and thus, get an enhanced understanding of how to increase the use of these issues in consultation processes and policy making.

## 2. Estimated influence at Outcome level

Increased use of gender and CSR perspectives in consultative processes and policy making.

## 3. Estimated outputs

- Increased awareness of the benefits of a gender and CSR perspective for project results
- Access to tools to improve own analysis
- Participants use the tools on own work and thereby get an increased understanding of how to mainstream the issues
- Identification of possibilities, but also challenges, for mainstreaming related to own work

## 4. Pedagogical set-up of the workshop

Adult learning principles includes, inter alia, that learning increases when participants are given the opportunity to link new knowledge with already existing experience. This training is consequently built on the use of participatory methodologies. The training uses theoretical input, own reflection and group work, with an aim of using the valuable capacity and knowledge that the participants have themselves.

## Agenda

### Day 1 – 2 March 2015

- 9:00-9:30 Welcoming and Introduction
- 9:30-13:00 CSR basics (concepts, explanation models, what motivates business to engage?)  
Presentation: *What is CSR?*  
Group work: *How would you like to see companies engage in the water sector, from a CSR perspective? What role can GWP play in engaging companies in CSR activities related to water?*  
Presentation: *What is CSR - why is it important?*  
Group work: *What business sectors have a CSR risk exposure to water issues? Describe! Mention some other business sectors that would have clear CSR opportunities from addressing water issues.*  
Presentation: *Company exposure to CSR Issues. How it is structured.*  
Group work: *Partnerships are critical. What role can GWP play? How can companies be stimulated to engage in water activities beyond their own direct operations?*
- 13:00-14.30 *Lunch*
- 14:30-16:00 Gender basics (concepts, explanation)  
'Molecule' exercise: Walking around & discussing with different participants  
*What is gender? How is it relevant in my private life? How is it relevant in my work?*  
Presentation: *What is gender? (including difference between gender/sex, intersectionality, expectations on women, men, boys)*  
  
Gender analysis (what does a gender analysis entail? e.g. in relation to poverty as an example, what does the basic theoretical concepts entail? and what does this mean for contextual understanding?)
- 16:00-17:00 Poverty defined in plenary  
  
Group work : *on selected topics (access to education, resources and security) and a lifespan gender analysis, also discussing differences among countries.*  
Plenary discussion of results  
  
Case work
- 17:00-17:15 Margots wheel exercise: *recapturing some of the learning from the day and test arguments*
- 17:00-18:00 *Welcome reception*

### Day 2 – 3 March 2015

- 9:00-11:00 Gender analysis  
Presentation: *What a gender analysis can/should entail (from Sida toolbox).*  
Exercise: *A contextual/background description from a GWP document where 3 gender analytical tools were used.*

- 11:00-12:15 Presentations: *WHY CSR in relation to water? WHY gender in relation to water?*
- 12:15-13:00 Mainstreaming as a theoretical tool (mainly building on Sida's model)  
Real case on internal mainstreaming from the CSR perspective & example of mainstreaming in a country wide environmental project
- 13:00-14:30 *Lunch*
- 14:30-15:30 Presentation: *GWP gender strategy*  
Group work: *Link the GWP gender strategy with the overall GWP objectives, by linking indicators to each of the objectives.*
- 15:30-17:00 Group work: *Analysing consultation process from a gender and CSR perspective (9 steps)*
- 17:00-17:15 'ABC Relay': recapturing some of the learning from the day
- 20:00 Dinner

### Day 3 – 4 March 2015

- 9:00-10:45 Group work: *Analysing consultation process from a gender and CSR perspective (9 steps) (continued)*
- 10:45-12:10 World café exercise in 4 groups with one rapporteur staying in the group reporting on the following questions:
- *How to reach a common understanding in GWP on how to address gender and CSR?*
  - *How to organise gender/CSR mainstreaming work internally?*
  - *How can you ensure that human and financial resources respond adequately to CSR/gender mainstreaming needs*
  - *How to ensure that the knowledge and the capacity suffice?*
- Introduction to prioritisation exercise.
- 12:10-12:30 Presentation: *Psychological reasons why we like stereotypes (building on some of the experiments presented in the book 'Thinking – Fast and Slow', Daniel Kahneman 2011)*
- 12:30-13:00 A short recap of the learning from all days, 'take aways' from the training  
Distribution of evaluation forms by GWP-Med  
Exercise : *mainstreaming opportunities, needs and challenges*  
Next steps
- 13:30-15:00 *Lunch*
- End of workshop