



ADOPTING GENDER TRANSFORMATIVE APPROACH IN THE GWP

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WE ACT

CHANGE AND IMPACT

ANCHOR AREAS/ACROSS ANCHOR AREAS

Water Solutions for the Sustainable Development Goals

Climate Resilience Through Water

Transboundary Cooperation

Engaging the Private Sector

Contributing to Gender Equality

Mobilising Youth for Water Resources Management

CAMPAIGNS



Contributing to Gender Equality

For GWP, inclusiveness and gender sensitivity has always been a core value. GWP supports the Dublin Principle that women play a central role in providing, managing, and safeguarding water resources. The growing interconnectedness of gender, water, and sustainable development demand that we do more to ensure greater gender equity in all our efforts to properly safeguard and manage water resources for future generations.

GWP's [Gender Strategy](#) was developed under the 2014-2019 Strategy *Towards 2020: A Water Secure World*, and it remains pertinent to the 2020-2025 Strategy, *Mobilising for a Water Secure World*, which states that GWP's work to promote gender equality will focus on:

- Institutional leadership and commitment;
- Gender inclusion and analysis that drives change;
- Meaningful and inclusive participation in decision-making and partnerships; and
- Equal access to and control of resources.

The Gender Strategy addresses diversity and inclusion, social equity, and women's role in the integrated and sustainable management of water resources. It draws attention to gender differences so that men and women can benefit and contribute equally to our longstanding challenge of improving water security.

Achieving water security means adopting inclusive and participatory approaches. In treating gender equality as a global priority, GWP has taken a comprehensive approach that addresses the structural drivers as well as the complexity of gender inequalities. GWP recognises the need for a balanced representation of women and men in processes at all levels, and in the importance of empowerment of women to be part of such processes. GWP also aims to promote and facilitate the mainstreaming of gender into water governance as a key aspect of achieving water security. GWP encourages and supports women's organisations to actively engage in GWP partnerships and processes at all levels.

Looking back at 2017-2019, key activities included:

GWPO in collaboration with [Regional Water Partnerships \(RWPs\)](#) and regional Gender Focal Points (GFPs) developed operational guidelines for mainstreaming gender in GWP's thematic programming.

GWPO provided additional support through mobilisation of international partners and

GWP GENDER STRATEGY



En español

En português

GWP GENDER ACTION PIECE



En français

En español

На русском

RELATED LINKS

[Understanding Culture – a Must for Equal Access](#)

[Gender Equality – Let's Talk Accountability](#)

[Gender Analysis – a Tool for Transforming Water Resources](#)



Global Water Partnership

GWP Gender Strategy



Global Water Partnership

ACTION PIECE



Gender equality and inclusion in water resources management

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

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***.



🔦	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



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Community of Women in Water

Connecting Women in Water Globally

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About Us

The Community of Women in Water (CWiw) provides access to and support from women working to solve water issues through meaningful connections and knowledge-sharing for professional growth.

Events

Our events range from small group discussions on specific water sector topics to coffee chats. *Due to Covid-19, our events are currently exclusively online.*

[ALL EVENTS](#)

Join the CWiW Network

Membership is free. Find us on LinkedIn and sign-up for our newsletter to stay up-to-date on upcoming events and resources.

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Resources

Members' resource suggestions for better understanding of water challenges across sectors and for advancing professional development.

[VIEW RESOURCES](#)

Upcoming Events