



GENDER MAINSTREAMING IN THE SADC WATER SECTOR

A Pocket Brief for Policy Makers

ACRONYMS

AU	Africa Union
LIMCOM	Limpopo Watercourse Commission
M& E	Monitoring and Evaluation
OKACOM	Okavango River Commission
ORASECOM	Orange-Senqu Watercourse Commission
RBOs	River Basin Organisations
SADC	Southern African Development Community

Contents

About this pocket brief	4
Why Gender Mainstreaming matters for the SADC Water Sector	4
Critical steps in Mainstreaming Gender in the SADC Water Sector	8
Strategic intervention areas in Gender Mainstreaming	10
Opportunities and best practices of Mainstreaming Gender in the policy cycle	12
Suggested reading	15

1. ABOUT THIS POCKET BRIEF

This pocket brief is meant to provide policymakers of the Southern African Development Community (SADC) Secretariat, SADC Member States and River Basin Organizations (RBOs) with information and knowledge on how to mainstream gender in the water sector by strengthening their capacity to make quick and informed decisions on key gender issues. It is a practical reference guidance tool meant to promote gender responsive approaches in the planning, management and development of water resources at all levels. Readers are referred to key reading resources, which appear at the end of the brief for more information.

This pocket brief on mainstreaming gender in SADC water sector was produced by the SADC Secretariat under the Gender Mainstreaming in Transboundary Water Management Project as an information tool for policy and decision makers.

2. WHY GENDER MAINSTREAMING MATTERS FOR THE SADC WATER SECTOR

Gender mainstreaming in the SADC water sector matters because it has important developmental impacts and implications (Box 1).

Box 1. Understanding Gender Mainstreaming in the SADC Water Sector

- 1.** It is important to recognize women's traditional gender roles in water resources development and management as custodians of water and the environment whose views can have a positive effect on sustainable water use and management.
- 2.** A participatory approach in water management is an important component in the democratization of society.
- 3.** Women and men's participation in the water sector is affected by socio-economic, political and cultural dimensions, which impact women and men differently, and result in their unequal access to water and related resources.
- 4.** Water resources management is gendered and therefore policy makers need to be aware of:
 - The importance of understanding that water users are not a homogenous group, but are composed of women and men whose social and economic relationships tend to reflect what happens in the wider society;
 - The need to recognize and appreciate women's and men's different roles in society in particular.



Image 1: Effective gender mainstreaming involves active participation of women and men

Table 1: Concepts and definitions used in the brief

Concept	Definition
Gender	The socially constructed differences between women and men, which can change over time and which vary within a given society and from one society to the next.
Gender Analysis	An assessment of the differential impact of proposed or existing policies, programmes, projects and legislation on men and women, based on the recognition that the realities of women's and men's lives are different, and that equal opportunities do not necessarily mean equal results.
Gender Empowerment	The process and outcome of women and men taking control of their lives, setting their own agendas, gaining skills or having their own skills. Through this they increase their self-confidence and problem solving ability, and develop self-reliance.

Concept	Definition
Gender Equality	Women, men, girls, and boys enjoy equal rights, and equal access to opportunities and outcomes, including resources.
Gender Equity	The just and fair distribution of benefits, rewards, and opportunities among women, men, girls, and boys.
Gender Machinery	National structures with the mandate of executing and monitoring gender and related policies and programmes, in line with national, regional, and international commitments.
Gender Mainstreaming	The process of identifying gender gaps and making women's, men's, girls' and boys' concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they can benefit equally. Experience has shown that gender mainstreaming increases the overall quality and effectiveness of development outcomes.
Gender stereotypes	The beliefs held about characteristics, traits, and activity domains that are deemed appropriate for women, men, girls, and boys.
Gender Management System	A network of structures, mechanisms, and processes put in place within an existing organisational framework to guide, plan, monitor and evaluate the process of mainstreaming gender into all areas of the organisation's work in order to achieve greater gender equality and equity within the context of sustainable development.
Gender Disaggregated Statistics	The collection and separation of data and statistical information by sex to enable comparative analysis.

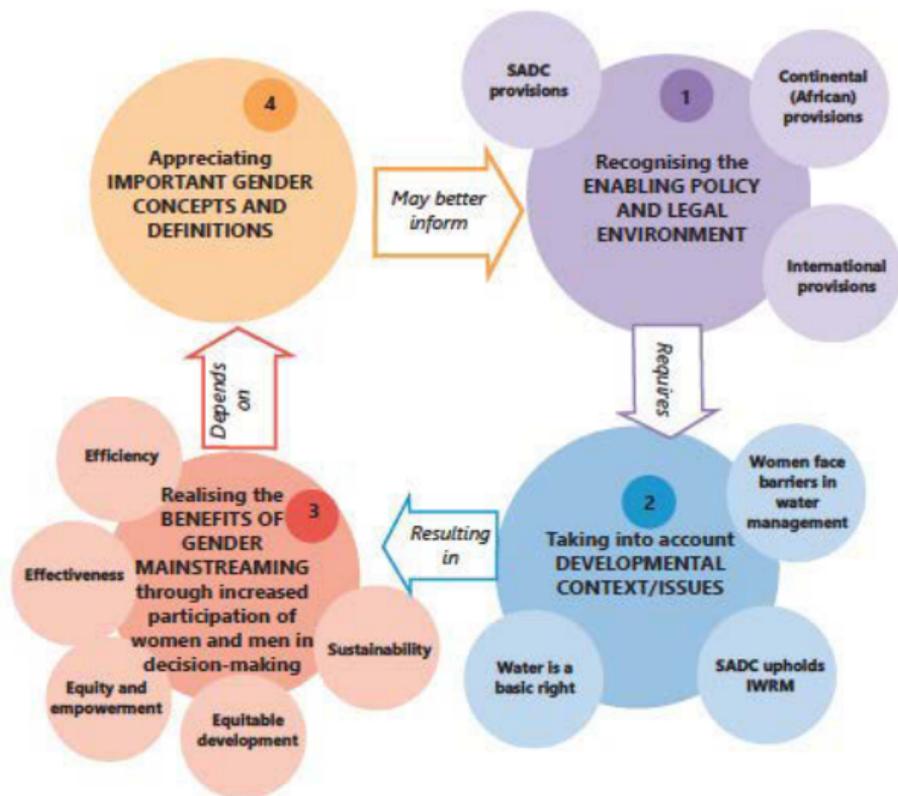
3. CRITICAL STEPS IN MAINSTREAMING GENDER IN THE SADC WATER SECTOR

Successful gender mainstreaming in the SADC water sector depends on recognising that much groundwork has already been laid, and that what remains is to build upon this work. In this regard four critical steps must be put into operation, namely:

- Recognising the existing enabling policy and legal frameworks which draw on international and continental (African) provisions
- Taking into account the developmental context/issues, which should recognise the plight of women in accessing and managing water
- Realising that gender mainstreaming has tangible benefits
- Appreciating that gender concepts and definitions should inform any interventions.

Figure 1 below shows the critical steps, which it must be appreciated are interlinked.

Figure 1: Critical steps in mainstreaming gender in the SADC Water Sector



4. STRATEGIC INTERVENTION AREAS IN GENDER MAINSTREAMING

In order to achieve effective gender mainstreaming it is important to think strategically. This means focusing efforts on key strategic areas, referred here as strategic interventions areas. Four strategic interventions can be identified as critical:

- Supporting the creation of an enabling environment
- Capacity building and awareness raising
- Providing conducive institutional arrangements; and
- Gender sensitive management instruments for all stages of the policy cycle.

Figure 2. Strategic intervention areas in gender mainstreaming

Enabling Environment
Objective: Ensure there is political will reflected in appropriate legal, institutional and administrative frameworks

- Ensure governance of organisations reflect appropriate policies, leadership, and accountability
- Provide incentives for staff to ensure change
- Support gender mainstreaming to local champions and create partnerships
- Key institutions adhere to stated policies
- Budgets are available and gender-sensitive

Examples of best practice:

1. SADC MSs have Gender Focal Points working with civil society
2. In the Limpopo gender mainstreaming is built on SADC instruments, captured in national laws and reflected in LIMCOM structures

Capacity Building and Awareness Raising
Objective: People working in organisations are aware of and committed to removing gender inequality

- Promote mutual learning and information exchange through vertical and horizontal linkages.
- Establish community of gender practice based on partnerships and mutual exchange
- Capacity building is undertaken by state agencies, civil society and RBOs

Examples of best practice:

1. Every River Has its People Project in the Okavango promoted horizontal linkages between communities and vertical linkages between OKACOM and communities

Institutional Arrangements
Objective: Institutions use Gender Mainstreaming Systems to guide, plan, monitor and evaluate gender mainstreaming using

- Collect and analyse gender disaggregated data
- Ensure gender responsive budgeting
- Ensure presence of dedicated mechanisms/machineries e.g. Gender Units/Focal Points
- Organisations have gender sensitive resources, policies and practices
- Transparency and accountability are part of water governance

Examples of best practice:

1. Directors of Water in SADC Ministries identified Gender Focal Points as critical gender champions

Management Instruments
Objective: Gender policy is translated into practice

- Select interventions/projects in gender-sensitive manner
- Ensure project design and planning are gender sensitive
- Ensure gender sensitive issues are implemented and monitored
- Ensure gender sensitive evaluation

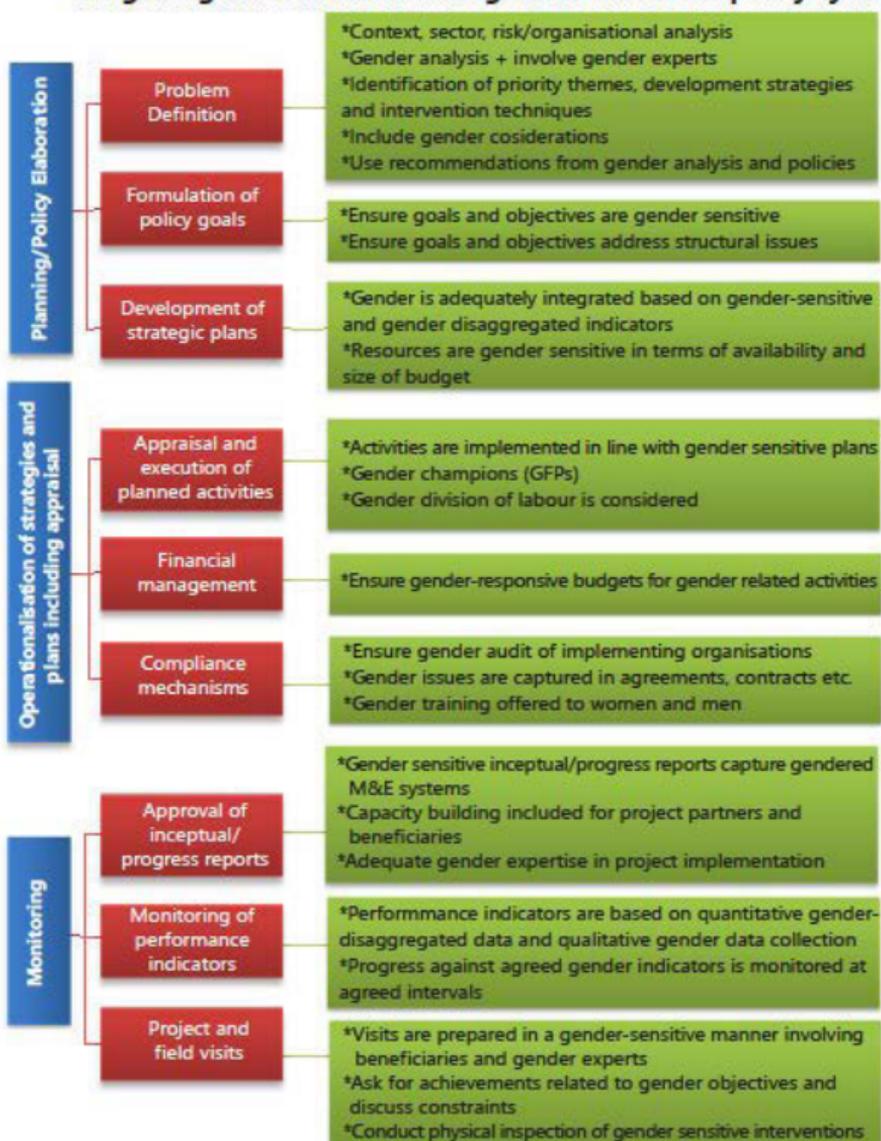
Examples of best practice:

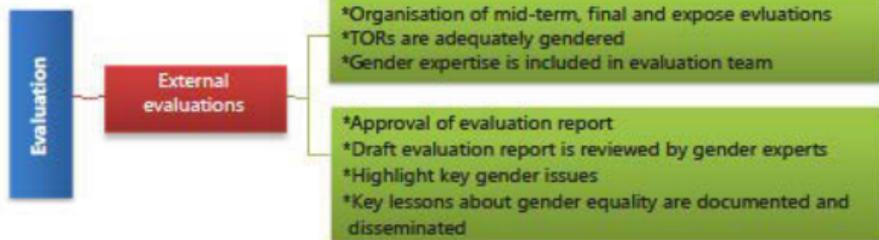
1. ORASECOM, OKAKOM and ZAMCOM are mainstreaming gender in their IWRM plans, and stakeholder engagement

5. OPPORTUNITIES AND BEST PRACTICES OF MAINSTREAMING GENDER IN THE POLICY CYCLE

Figure 3 shows recommendations for incorporating gender in water management for each phase of the policy cycle. These recommendations are based on internationally accepted best practices and can be adapted to local conditions.

Figure 3: Entry points, opportunities and best practices to integrate gender in water management across the policy cycle





SUGGESTED READING

SADC (Southern African Development Community). 2005. *Regional Water Policy*, Gaborone. SADC.

SADC . 2007. *SADC Gender Policy*, Gaborone: SADC.

SADC. 2008. *SADC Protocol on Gender and Development*, Gaborone: SADC.

SADC. 2009. *Gender Mainstreaming Resource KIT*, Gaborone: SADC.

SADC. 2003. *Gender Resources Kit for Decision Makers*, Gaborone, SADC.

SADC .2015. *Handbook on Mainstreaming Gender in the Water Sector*, Gaborone, SADC.

DSU (Dutch Sustainability Unit). 2014. *Integrating Gender Equality in Climate-Smart Development: Quick Reference Guide*.

IMPORTANT SADC CONTACTS

Barbara Lopi

Communications and Awareness Expert - Water Sector
SADC Secretariat
Infrastructure and Services Directorate
Plot 54385 CBD Square Private/Bag 0095 Gaborone, Botswana
Tel: +267 395 1863 (Ext 1790) Fax: +267 3972848
Email: blopi@sadc.int ; water@sadc.int
Website: www.sadc.int

Elizabeth Kakukuru Naukongo

Programme Officer: Gender
SADC Secretariat
Gender Unit
Plot 54385 CBD Square Private/Bag 0095 Gaborone, Botswana TEL:
+ 267 3951863 FAX: + 267 3924099
Email: ekakukuru@sadc.int; gender@sadc.int

