

The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The main title is centered and written in a bold, black, sans-serif font, with all letters in uppercase. The text is arranged in five lines, with the first two lines being the largest and the last two lines being smaller.

***SYMPOSIUM ON MAINSTREAMING
GENDER IN WATER RESOURCES
MANAGEMENT, CLIMATE CHANGE AND
DISASTER RISK REDUCTION POLICIES IN
THE CARIBBEAN***

NOVEMBER 26 – 27, 2019

PORT OF SPAIN, TRINIDAD

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***ACHIEVING COHERENT
IMPLEMENTATION OF POLICIES AS
RELATED TO GENDER, INTEGRATED
WATER RESOURCE MANAGEMENT AND
DISASTER RISK REDUCTION***

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INTRODUCTION

- VERY WELL DOCUMENTED – INTERLINKAGES ACROSS THE SDG GOALS
- GENDER IS CROSS CUTTING
- CLIMATE CHANGE IS CROSS CUTTING
- INTEGRATED WATER RESOURCE MANAGEMENT IS CROSS CUTTING
- DISASTER RISK REDUCTION IS CROSS CUTTING
- THEY ALL REQUIRE STRATEGIC ACTIONS AIMED AT ENSURING THAT NO ONE IS LEFT BEHIND



INTRODUCTION CONTINUED

GENDER, CLIMATE CHANGE, WATER RESOURCE MANAGEMENT AND DISASTER RISK REDUCTION

- CLIMATE ACTION PRESENTS THE PERFECT OPPORTUNITY TO MAKE GOOD ON OUR COMMITMENT TO GENDER EQUALITY
 - CLIMATE CHANGE HAS FORCED US TO TAKE A CLOSER LOOK AT ADAPTATION, MITIGATION AND RESPONSE AND IN SO DOING IT HAS PLACED THE SECTORS MOST IMPACTED IN THE SPOTLIGHT, LIKE THE WATER SECTOR
 - THESE SECTORS PARTICULARLY HIGHLIGHT GENDER DIFFERENCES IN ACCESS TO AND CONTROL OVER RESOURCES AND PARTICIPATION IN DECISION MAKING
 - BUT WE HAVE NOT TRADITIONALLY PLANNED WITH THESE DIFFERENCES IN MIND – AT THE EXPENSE OF EQUALITY – IT CANNOT BE BUSINESS AS USUAL
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EASIER SAID THAN DONE?

- NATIONAL STRATEGIC DEVELOPMENT PLAN & MID TERM DEVELOPMENT STRATEGY
- NATIONAL ADAPTATION PLAN AND SECTOR ADAPTATION PLANS
- NATIONALLY DETERMINED CONTRIBUTIONS
- AND OTHER INSTRUMENTS ...
- MUST BE GENDER RESPONSIVE

IT IS NOT ENOUGH TO JUST INTEGRATE SOME GENDER CONSIDERATIONS INTO EXISTING PLANS

POLICY DEVELOPMENT

- GENDER POLICY TO FOCUS ON GENDER TRANSFORMATIVE PRINCIPLES INCLUDING GENDER JUSTICE
- GENDER POLICY SHOULD ENSURE THAT CLIMATE CHANGE IS A STRATEGIC PRIORITY
- GENDER TO BE INCORPORATED IN THE DEVELOPMENT OF POLICIES FOR CLIMATE ACTION AND MAINSTREAMED IN THE SECTORS AS PART OF A NATIONAL STRATEGIC PROCESS TO MAINSTREAM GENDER IN NATIONAL DEVELOPMENT – IF INCORPORATING GENDER CONSIDERATIONS IN POLICIES REMAIN ONLY THE BUSINESS OF THE GENDER BUREAUS THEN IMPLEMENTATION WILL ALWAYS REMAIN A CHALLENGE (ONGOING – SLOW PROCESS)

SUSTAINING GENDER MAINSTREAMING EFFORTS

- THE DEPARTMENTS OF THE PUBLIC SERVICE AND FINANCE ARE KEY TO ENSURING THE SUSTAINABILITY OF GENDER MAINSTREAMING EFFORTS IN ALL SECTORS, INCLUDING WATER AND DISASTER MANAGEMENT
 - PUBLIC SERVICE – INCREASE ACCOUNTABILITY OF FOCAL POINTS ON GENDER THROUGH INCLUSION OF THIS FUNCTION IN THE JOB DESCRIPTIONS AND INCLUSION IN THE APPRAISAL INSTRUMENT.
 - FINANCE – ENSURE GENDER-RESPONSIVE BUDGETING ACROSS ALL SECTORS. THIS WILL ENCOURAGE THE INCLUSION OF GENDER CONSIDERATION IN PROGRAMMES AND PROJECTS

SUSTAINING GENDER MAINSTREAMING EFFORTS

- FORMAL ESTABLISHMENT OF FOCAL POINTS
 - TO ENSURE TRANSFER OF KNOWLEDGE
 - FACILITATE COLLABORATIVE PLANNING ACROSS DEPARTMENTS
 - IDENTIFICATION OF TRENDS THROUGH THE COLLECTION OF COMPARATIVE DATA
 - COORDINATION AND IMPLEMENTATION OF TRANSFORMATIVE INTERVENTIONS WITH MULTI-AGENCY IMPACT



CAPACITY DEVELOPMENT AND DATA MANAGEMENT

- CRITICAL COMPONENTS FOR ACCOUNTABILITY
 - COLLABORATION WITH ACADEMIA, REGIONAL AND INTERNATIONAL PARTNERS
 - ONGOING AND INFORMED BY NEW RESEARCH
 - WILL STRENGTHEN NATIONAL REPORTING CAPACITY
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INSTITUTIONAL MECHANISM FOR GENDER EQUALITY AND THE ADVANCEMENT OF WOMEN

- FIND THE IDEAL PLACEMENT OF THE UNIT/DEPARTMENT TO SERVE ITS CROSS-CUTTING FUNCTION
- EQUIP WITH HUMAN RESOURCE (**EXPERTIZE SPECIFICALLY**) – GENDER EXPERT, LEGAL EXPERT, RESEARCH EXPERT AT THE COUNTRY LEVEL FOR GREATER EFFECTIVENESS OF THE UNIT TO SERVE AS THE COORDINATING BODY FOR GENDER EQUALITY

MAKING LINKAGES

- LINK GENDER MAINSTREAMING WITH ELIMINATING DISCRIMINATION AGAINST WOMEN AND ENDING GENDER-BASED VIOLENCE, AND MAKE TRUE OF THE COMMITMENT TO CEDAW.
 - NOT ENGAGING IN TRANSFORMATIVE PRACTICES THAT SEEK TO BREAK THE CYCLES THAT KEEP WOMEN DISPROPORTIONATELY AFFECTED BY THE NEGATIVE IMPACTS OF EXTREME WEATHER EVENTS. IS A FORM OF DISCRIMINATION AGAINST WOMEN
 - ARTICLES 4 AND 5 OF CEDAW SHOULD BE EMPHASIZED IN THAT REGARD:
 - ARTICLE 4: USE OF TEMPORARY SPECIAL MEASURES
 - ARTICLE 5: RESPONSIBILITY OF STATES TO ENGAGE IN SPECIFIC ACTIVITIES AIMED AT REVERSING HARMFUL GENDER STEREOTYPES IN THE PUBLIC AND PRIVATE SPHERES.

CHANGE MANAGEMENT

- FINALLY, WE MUST RECOGNIZE THAT GENDER RESPONSIVE AND GENDER TRANSFORMATIVE WORK IN ALL SECTORS IS RELATIVELY NEW AND WITH EVERYTHING NEW THERE WILL BE ACTORS WITH VARYING DEGREES OF BUY-IN AND OPENNESS TO CHANGE.
- SHIFTS OF THAT NATURE REQUIRE DELIBERATE STRATEGIES THAT ARE COUNTRY-SPECIFIC AND CULTURALLY RELEVANT – IT CANNOT BE LEFT TO CHANCE
- SYSTEMATIC MONITORING, ANALYSIS AND EVALUATION ARE CRITICAL TO THIS PROCESS
- THE CARICOM GENDER STRATEGY PRESENTS AN EXCELLENT OPPORTUNITY FOR THE INCORPORATION OF THOSE DELIBERATE STRATEGIES TO ACCELERATE PROGRESS IN THIS REGARD