

RésEAU : Gender Strategy

Gender



Equality



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SUSTAINABLE DEVELOPMENT GOAL 6

Ensure availability and sustainable management of water and sanitation for all

*'All policies and projects should benefit **women** at least as much as men and should in fact prioritise **women's** needs in order to improve the sustainability of **water** services.'*

SDC Gender Equality policy

Underlined items are hyperlinked

I. Background

RésEAU is SDC's water network. It aims at assuring the **sector knowledge management** within SDC and with its partners. The RésEAU is anchored in the Global Programme Water.

Based on the results of RésEAU member's survey in December 2019, it was agreed to take more affirmative action in gender mainstreaming, in accordance with SDC's Gender Policy and Switzerland's Gender Equality Strategy and International Cooperation 2017-2020 Strategic Objective no 7 to strengthen gender equality and the rights of women and girls. In addition, SDC has incorporated gender and governance as transversal themes such as in the Swiss Cooperation Programme Middle East 2019-2022.

In the frame of contributing to and achieving the Sustainable Development Goals, especially SDG 5 and SDG 6, the RésEAU Gender Strategy considers the following:

- Gender equality and water & sanitation for all are universal rights
- Gender equality and water & sanitation for all, are stand-alone SDGs, with important implications across all SDGs in absence or support of these¹
- Gender equality and water & sanitation for all means No One Is Left Behind (LNOB)

To meet these commitments, RésEAU has commissioned the elaboration of a brief Gender Strategy focusing on addressing gender in RésEAU's organizational structure (core group, sub-RésEAUs and members) in the shorter term (3-12 months). Gender actions are also proposed which can serve as guidance for next phase planning (mid-term) and eventual implementation (longer term).

II. RésEAU Gender Strategy

The RésEAU aims at assuring the sector knowledge management within SDC and with its partners.

Its main objectives are:

- SDC and partner staff apply up-to-date knowledge in their water-related work, are connected and exchange among each other
- SDC's water profile is strengthened, coherent and trend-setting.

Considering these goals, the following outlines strategic priorities and provides guidance for gender principal (specific) and significant (relevant)² actions and milestones for effective, efficient and quality gender mainstreaming in RésEAU according to its three outcomes.

Gender in RésEAU's organizational and programmatic structure³

The RésEAU is anchored in the Global Programme Water (GPW) and its organizational structure includes:

- The Core group formed by SDC staff in Bern and in partner countries that acts as link to the regions and participates in decision making and planning of activities
 - The sub-RésEAU's members at regional level⁴
 - The RésEAU members⁵ at global level (over 500 as of July 2020)

¹ <http://www.oecd.org/gov/gender-mainstreaming/policy-coherence-for-sustainable-development-and-gender-equality.pdf>

² Inspired by SDC's Gender Policy Marker for gender principal versus significant projects

³ <https://www.shareweb.ch/site/Water/reseau/Pages/About-ResEAU.aspx>

⁴ i. Latin America and the Caribbean; ii. Eastern Europe and Central Asia; iii. Africa and iv. Middle East and North Africa (MENA)

⁵ The members of the RésEAU are staff of SDC and its implementation partners active in water related projects. This includes all divisions of SDC: Cooperation with the South, Cooperation with Eastern Europe, Humanitarian Aid and the Global Programme. The RésEAU is also open to other Federal Institutions active in development cooperation for water and their implementation partners, e.g. SECO and other interested experts and agencies in the water sector

Outcome 1: SDC and partner staff apply up to date knowledge in their water-related work and are connected and exchange among each other

- **RésEAU members apply up to date gender knowledge in their water related work**
 - *Milestone: Gender equality and resources are mapped and inventoried via member surveys*

RésEAU Gender Actions

- Mapping gender equality among RésEAU core group, sub-RésEAUs and RésEAU members (by gender and by level/function e.g. number of women members from senior level SDC unit/division and/or partner organization) (Short/ mid-term)
- Pending results of above mapping, consider measures for assuring gender equality and equity in the RésEAU core group, sub-RésEAUs and RésEAU membership (Mid-longer term)
- Mapping gender knowledge, capacity and practices among RésEAU members (in view of identifying internal strengths and gaps e.g. gender capacity and needs assessment) (Short/ mid-term)
- Mapping gender related tools and knowledge products among RésEAU members (in view of compiling and sharing in the RésEAU Shareweb library practical resources focusing on addressing gender in the water and sanitation sector) (Short/ mid-term)
- Gender resources (human and material) are analysed and inventoried. Inventory of human and material resources implies, i. RésEAU's member list is updated, disaggregated according to gender and function/level of seniority; and as applicable ii. gender knowledge and material resources also indicated. (Short/ mid-term)

- **RésEAU members are connected and exchange among each other on the gender topic**
 - *Milestone: RésEAU members are introduced to the gender strategy and are engaged in shaping gender outcomes, outputs and indicators as part of annual and next phase planning*

RésEAU Gender Actions

- Webinar and/or other online event(s) to introduce and roll out the RésEAU Gender Strategy (Short term)
- Link, exchange and identify gender collaboration opportunities between SDC gender focal points and SDC RésEAU contact persons at head office and regional/ country levels (Short-mid-longer term/ongoing)
- RésEAU prioritizes and integrates gender objectives into next phase organizational and programmatic planning (considering gender mapping of members, their gender knowledge, capacities, practices, tools and knowledge products. The monitoring mechanism could be developed according to each project's circumstance in order to measure and trace gender mainstreaming) (Mid-longer term)

Food for Thought:

- 1) *Is gender equality sufficiently included in the RésEAU terms of reference, code of conduct and/or other related regulatory documentation?*
- 2) *Beyond gender equality, is RésEAU considering enough diversity and social inclusion in its organizational structure and membership? E.g. age, ethnicity, disability, types of individuals and/or organizations from within and outside the water and sanitation sector but who could have relevant added value expertise and experiences to contribute,*
- 3) *Consider how to leverage RésEAU advisory services for proposed actions including webinars, F2F, learning events, peer reviews ad-hoc advice resources*

Outcome 2: The SDC water profile is strengthened, coherent and trend-setting

- **Gender in RésEAU member partnerships and collaborations**
 - *Milestone: RésEAU's outreach and profile is strengthened through existing and new cooperation on the topic of gender in water and sanitation*

RésEAU Gender Actions

- Mapping gender in existing partnerships and collaborations⁶ among RésEAU members (in view of identifying among RésEAU members who has established partnerships or collaborations with gender principal (specific expertise) or gender significant (relevant mandate/ experience) organizations and/or institutions, governmental and non-governmental including academia, civil society and private sector) (Short/ mid-term)
- Based on gender partnership and collaboration gaps identified, outreach to potential and relevant new partners and collaborators who are gender sensitive, capable, influential etc. This exercise is ongoing, and therefore can begin immediately, and/or be carried over. It can also contribute to more gender balance and diversity in the RésEAU membership, and therefore enhance RésEAU's profile and trendsetting. (Mid-longer term)

- **Gender in RésEAU communications and public relations**
 - *Milestone: RésEAU has a coherent approach to addressing gender in its communication (including knowledge products and learning events) and public relation activities*

RésEAU Gender Actions

- Available guides on gender sensitive communication are collected and shared by RésEAU members (this can include a mapping of communications officers among RésEAU members) (Short term)
- A gender sensitive communication guidance adapted for the water and sanitation sector is available and used by RésEAU members (Mid-longer term)
- Webinar and/or other introductory online and/or F2F event(s) for rolling out the gender sensitive communication guidance in the next phase (Mid-longer term)

- **Gender in RésEAU knowledge management**
 - *Milestone: RésEAU identifies existing and/or produces and broadly disseminates at least three trend-setting knowledge products featuring gender in water and sanitation*

RésEAU Gender Actions

- As part of member mapping above (Outcome 1), and as part of next phase planning, identify and document innovative good practices and gender transformative actions in water and sanitation projects of RésEAU members (Short term)
- Compile and enhance availability of RésEAU Resources on gender in water and sanitation services and governance (Short/ mid-term)
- Strengthen use of available resources between relevant Sharewebs e.g. Gendernet and RésEAU; leverage and link with new SDC PGE cluster (Peace, Governance, Gender Equality, including LNOB) (Short/ mid-term)
- Joint Gendernet and RésEAU member learning event(s) and/or journeys: online and/or F2F (Mid-longer term)

⁶ Can be done in sync with other RésEAU mapping exercises

Food for thought:

- 1) Consider how best to leverage the RésEAU structure (Switzerland, regional and in country) for strengthening outreach, coherent profile building, and disseminating broadly trend-setting gender in water and sanitation knowledge products and good practices?
- 2) Would a joint gender sensitive communication guidance and public relations strategy between the RésEAU and GPW be useful?
- 3) Consider how to more systematically link with other SDC-funded water programs and related initiatives to enhance gender inputs, outputs and advocacy for RésEAU e.g. the [GPW](#); [Swiss Water Partnership](#), [Aguasan, Water and Humanitarian Program](#), and [Blue Peace](#)

Outcome 3: The impact of SDC's water related interventions is monitored

- **Gender impacts of SDC's water related interventions, are monitored, analysed and reported on quantitatively and qualitatively (link with [SDC Gender Equality Status Reporting process](#))**
 - *Milestone: Gender outcomes, outputs and indicators are systematically integrated into annual and phase planning of RésEAU*

RésEAU Gender Actions

- Link and coordinate with the SDC Gender team (Short term)
- Survey RésEAU members for relevant gender in water and sanitation project case studies e.g. gender principal and significant; can be good practice or lessons learnt (Short /mid-term)
- Per agreement with SDC Gender Team, produce relevant content on gender in Water and sanitation for the annual Gender Equality Status Report (Short/ mid-term)
- Review and gender disaggregate indicators in [Water ARIs](#) for internal use and enhanced gender mainstreaming in annual targeting and planning (Mid-term)
- Integrate gender quantitative and qualitative indicators into RésEAU next phase plan and logframe (Mid-longer term)

Food for thought:

- 1) Consider what type of impacts does RésEAU want to have on gender and prioritize
- 2) Have opportunities and challenges related to enhancing gender in water and sanitation impacts been considered in terms of interdependencies with other sectors such as natural resources management, climate change, and disaster risk management etc.?
- 3) How is [Do No Harm](#) considered as an integral part of the intervention and risk management strategy?

III. Useful Links

SDC

[Gendernet](#) (Gender [toolbox](#); Gender [in Water Guidance](#); Gender [methodic guidance](#); Gender [thematic guidance](#))

[Leave No One Behind](#)

[GPW](#) and (Link with [Gender in Global Challenges](#))

[Swiss Water Partnership](#)

[Water and Humanitarian Program](#) (Link with [Gender in Humanitarian Aid](#))

[Blue Peace](#) (Link with [Gender, Conflict and Fragility](#))

Others

[UN Water and Gender](#)

[Women for Water Partnership](#)

[Gender and Water Alliance](#)

[Water Integrity Network](#)