

GENDER INTERSECTIONAL INTEGRATION IN SOCIAL AND LABOUR INCLUSION INTERVENTIONS IN SPAIN

CHALLENGE

Action Against Hunger Spain decided to integrate gender approach at all levels of the department on Delegations and Social Action in Spain (Delegaciones y Acción Social en España in Spanish – DASE). When they started this process they noticed that, although staff had a commitment and knowledge on gender, some had more experience and knowledge than others and their roles in terms of gender integration were different as well. This presented a challenge of adapting the strategy to the professional categories, the technical background and commitment of each person.

SOLUTION

- The first step was to designate a reference person to lead the gender strategy and a Gender Working Group (GWG) composed by focal points in every office and in the HQ.
- In parallel the leader of the GWG and the director of the department identified the issues they wanted to address with the strategy and developed its objectives, within

the framework of the Gender Minimum Standards.

- This led to a collaborative initiative in the GWG to develop an action plan with four lines of intervention, including dissemination within each office and within the department. Although the main responsibility for the definition, monitoring and reporting of this plan lies in the GWG, these focal points do this work with the support of the rest of the team, including managers and heads of division.

LEARNING

Creating a Gender Working group with volunteer focal points was an asset. Their personal motivation to be involved in the GWG was key to the successful integration of gender in the DASE department. Nevertheless, it is important to recognise their achievements and time and effort devoted to this work.

Another important factor that contributed to this achievement is the involvement and commitment of managers and directors

throughout the process, as they are responsible for ensuring that the strategy will have the resources and time allocation necessary.

Integrating gender in a department is more effective if it is included at all levels and as part of the daily work, in meetings, technical work, official communications, both internal and external and staff training, among others.

This is an ongoing process, and has led to further changes, such as including objectives about implementation of gender activities in the performance evaluation of all staff. This makes it easier for everyone to know the expectations and their role in the implementation of the gender strategy.

The GWG disseminated their work and progress for information purposes but also to engage more people in every office. Each focal point did this in their office and the GWG did it on a general level through a periodic newsletter for the entire department, formal meetings, informative emails and talks, briefings and awareness talks.