

Example in Spain.

GENDER INTERSECTIONAL INTEGRATION

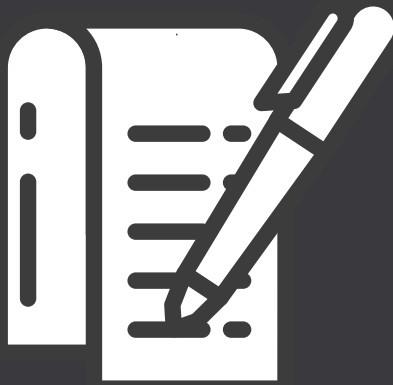
Social and Labour Inclusion Interventions.

STARTING POINT

Different levels and roles in staff related to gender
Lack of gender awareness
Included in a programmatic level only in watered-down form

GENDER STRATEGY

Linked to the impact goal of the organization
Involvement of the directors in the design
Leader: headquarter



GENDER WORKING GROUP

Workers are voluntarily focal points
Multidisciplinary team (different categories and thematic area)
Collaborative work
Design the actions, monitoring, assessment and reporting



GENDER ACTION PLAN

Designed by Gender Working Group:

- Initiatives
- Indicators
- Goals
- Activities
- Results
- Impact
- Dissemination strategy

ACHIEVEMENTS

- A stepforward from sensitization to transforming agent: intervention with specific actions.
- Data analysis allowed us to better adapt to the context: more accurate needs identification.
- The implication of all staff levels helped to ground the plan into specific and concrete actions: every office designed different activities according to the context.
- Dissemination actions have positioned us in front of stakeholders as a relevant gender agent: we were invited by the media to talk about the gender gap.



PLANNING

Involvement of managers and directors
Operational staff (offices and delegations) in charge of the implementation of the gender action plan
Include gender on the daily work agenda and at different levels

