

HORIZONTAL LINE OF ACTION



HELP DESK for cross-cutting the gender perspective

Gender equality policies

This line promotes integrated public policies that aim to include a “cross-gender approach” in institutions, developing their “gender architecture”, their general approaches, their global plans and programmes.

WHAT IS THE HELP DESK?

The Help Desk is the unit in charge of generating a mechanism to reinforce the cross-cutting gender equality process in the EUROsociAL+ Programme and in the actions that it implements in Latin American and Caribbean countries.

The initiative is part of the Strategic Plan of the Programme, PEP2017, which includes the recommendations made to EUROsociAL II on the need to make progress in gender equality in the next phase. This is how the **Gender Equality Policies Area** emerged in this phase, equipped with a team and budget, to integrate the gender perspective in all areas of the programme and at the same time respond to the needs of counterparts in Latin America.

The Gender Equality Policies Area held three workshops within the programme. The first (2017) as an initial stage for raising the awareness of teams regarding equality. The second (2018) to formulate agreements to execute inter-area actions according to the most pertinent gender subject-areas. The third (2019), in common agreement, to establish the need to create a support mechanism to intensify gender cross-cutting in all areas of the programme, in line with the EU mandates: Strategy 2016-2020 —GAP II— and the current Strategy 2020-2025.



In 2020, we commemorated the 25th anniversary of the Beijing Declaration and Platform for Action, a resolution adopted by the United Nations, initiated by 189 Member States, as it is “the main global policy document on gender equality and on emerging issues that affect gender equality and the empowerment of women”.

In this context, the European Union makes its position explicit with the Strategy for Gender Equality 2020-2025, to promote a better world for women and men, girls and boys, in line with the Sustainable Development Goals such as that corresponding to number 5, which is dedicated specifically to gender equality.

Based on the recommendations of the ROM Evaluation (2019), the construction of a Help Desk is launched to make cross-cutting

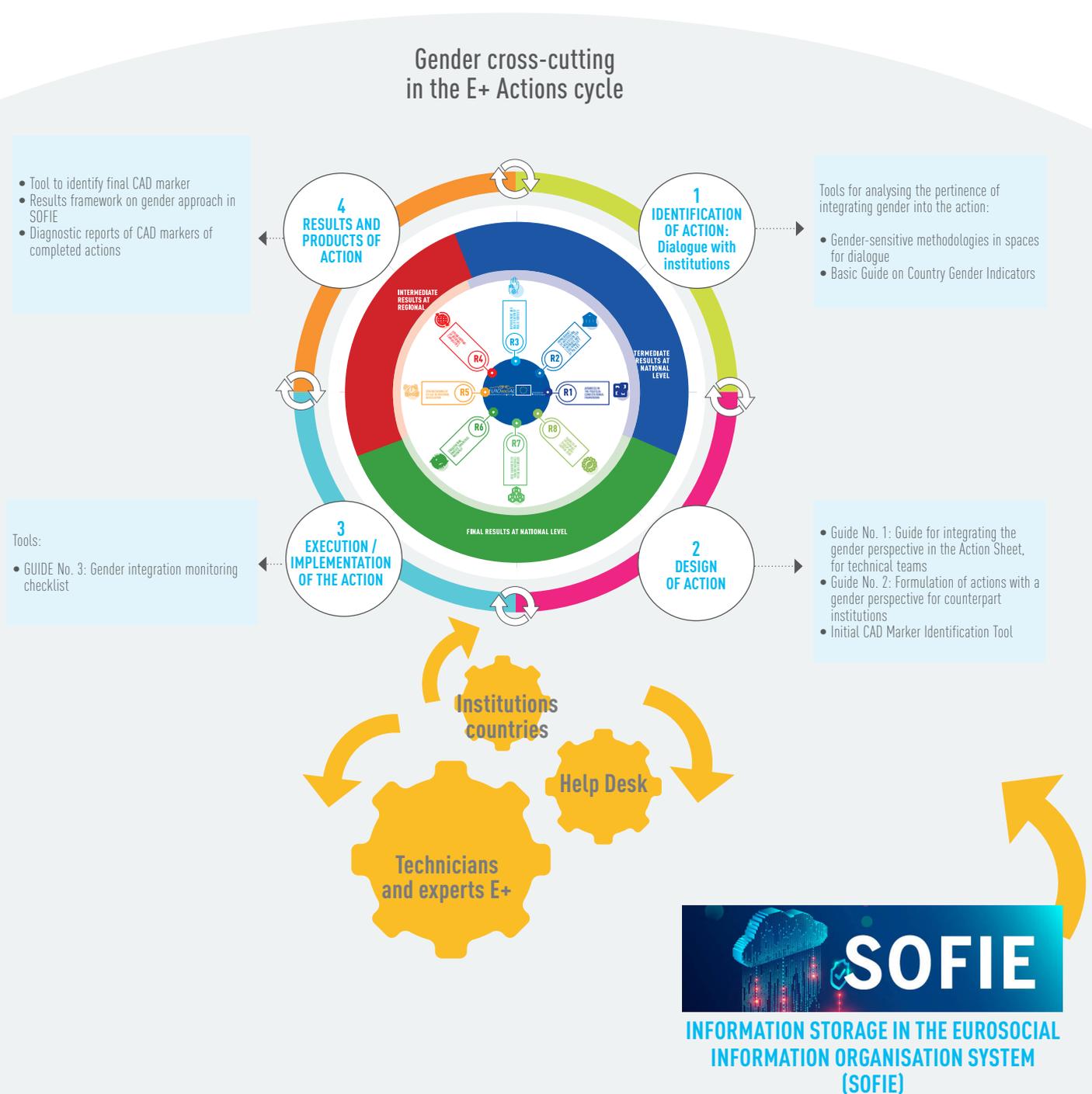
operational, produce the necessary tools and provide support in content and processes within the EUROsociAL+ Programme.

¹ Gender cross-cutting was explicitly assumed by the Platform for Action of the United Nations Fourth World Conference on Women that was held in Beijing in 1995. Gender cross-cutting is the organisation (reorganisation), improvement, development and evaluation of political processes, so that a gender equality perspective is incorporated into all policies, at all levels and at all stages, by the actors normally involved in the adoption of political measures.

HELP DESK FUNCTIONS

1. Reach a higher level of integration of the gender perspective in the EUROsociAL+ programme and its actions in public policies in Latin America.
2. Develop a methodology of processes, content and results that enable the institutionalisation and systematisation of the gender perspective throughout all stages of the programme, and to increase its gender perspective actions at a rate of at least 30%.
3. Design a methodology for evaluating the degree of integration of the gender perspective in actions that enables an account to be made of the progress of the programme.
4. Create a system to monitor the progress of the programme in terms of gender cross-cutting.
5. Provide the programme teams with tools to help integrate the gender approach throughout the cycles within actions (identification, dialogue, execution, products and results).
6. Capitalise on the learning of the three areas of the Programme with a comprehensive approach to the gender perspective and the reduction of inequalities to achieve greater social cohesion.
7. Facilitate the articulation of actions between areas of the programme, to provide a multidimensional look at the actions demanded and to promote inter-institutional work.
8. Promote complementarity with other programmes, or national and international development agencies.
9. Promote reflection on gender gaps in all sectors and policies with which EUROsociAL+ works.

PROCESS OF SUPPORTING THE HELP DESK THROUGHOUT THE CYCLE OF ACTIONS:



LINES OF ACTION

STAGES:

1 INQUIRIES

Identification of gender needs and proposals in the three programme areas



- Know the current situation regarding the degree of gender integration in the programme.
- Consolidation of the clear mandate of the programme and explicit positioning vis-à-vis other institutions, agencies, delegations...
- Adaptation of tools and methodologies.
- Help Desk support in the initial stages of the process of identification and design of demands (country tables and dialogues with institutions).
- Integration of experts with specific training in gender throughout the actions.
- Expansion of participation to take in Ministries of Women and/or Mechanisms for the advancement of women in all sectors and all actions carried out by EUROsociAL+.
- Articulation of content between areas and capitalisation of experiences.

2 DESIGN

Methodological development of the cross-cutting process in the programme



- Identification of processes and possible support modalities for the Help Desk.
- Contribution to the Programme's Results Framework and to the identification of the "critical nodes" associated with "gender traps".
- Support for strengthening the gender approach in country dialogue methodologies (roundtables and pre-roundtables).
- Integration in country tables of experts with specific training in gender.
- Methodological design of the diagnosis to establish a baseline and to account for progress in integrating the gender approach of the programme.
- Assignment of gender focal points in the areas of Governance and Social Policies.

3 TOOLS

Products and tools developed for the EUROsociAL+ programme



- Adaptation of CAD markers: Gender Marker of the Inter-Agency Standing Committee, IASC, which is a tool that, in accordance with a scale of 2 to 0, enables the evaluation of whether a humanitarian project is designed to ensure that women/girls and men/boys benefit equally, and to contribute to gender equality. It is used for the initial and final assessment of the actions according to their degree of achievement of the objective of gender equality and the proposed cross-cutting strategy.
- Gender-sensitive methodologies for country dialogue spaces (tables and pre-tables).
- Guide No. 1: Gender integration guide in the action sheets of the EUROsociAL programme on social cohesion so that they contribute to the achievement of gender equality. Aimed at the programmes' technical teams.
- Guide No. 2: Action sheet forms with a gender perspective for the formulation of demands from Institutions.
- Follow-up checklist of actions and final reports in relation to the Results Framework, verification of the final CAD marker.
- Internal assessment methodology, used by the Help Desk, to assess the integration of the gender perspective in the actions of the programme.
- Conceptual note: Social Cohesion and the need for the gender dimension.
- Battery of basic gender indicators.

4 ASSISTANCE

Assisting actions:



- Tri- area regional actions articulation (Governance, Social Policies and Gender) -Visibility of accessibility barriers and violence against women with disabilities or survivors (MESECVI —OEA—) (horizontal, in progress).
- Economic autonomy and empowerment of women throughout life cycles (CIM —OEA—) (in dialogue).
- Complementarity with other initiatives and programmes.
- Testing of models which assist in the integration of the gender perspective in actions: at the dialogue stage with institutions, orientation of actions begun, recommendations on integration of the gender approach in Files presented to CC, assistance missions for actions and/or study visits.

IN DEVELOPMENT

Stages	Tools
<p>Validation of tools central for gender cross-cutting, with the areas' focal Points</p>	<ol style="list-style-type: none"> Adaptation of the CAD markers for the initial and final assessment of the actions according to their degree of achievement of the gender equality objective and the proposed cross-cutting strategy. Guide No. 1: Guide for integrating the gender perspective in the action sheets for technical teams of the programme. Guide No. 2: Formulation of actions with a gender perspective for counterpart institutions. Guide No. 3: Check List for monitoring gender integration and basis for final results of actions, within the Programme Results Framework.
Validation by the Programme Coordination Committee	
Implementation of tools	
Socialisation and explanation of content with the technical teams of the three areas of the programme.	
Adoption of CAD Gender Markers by the programme in all actions at the dialogue and/or formulation stage	
General communication of the integration of CAD markers in the action sheets of the programme.	
Integration of CAD Gender Markers <initial> and <final> in support of the Information Organisation System of EUROsociAL+, SOFIE, (actions completed 2019)	
Assistance in the integration of Gender CAD markers <initial> and <final> (actions completed 2020)	
Presentation, to each area, of the Diagnosis of the degree of integration of the gender perspective in the areas based on data from actions completed in 2019.	
Definition of assistance strategies for the Help Desk with each area	<p>Assistance modalities:</p> <ol style="list-style-type: none"> Inter-areas Each area having experts in gender Help Desk assistance (defined according to the cycle of actions) Integrating Mechanisms for the Advancement of Women, MAM, and Gender Units
Identification of profiles of experts in order to build a roster of experts for the areas of the programme according to needs.	
Presentation of support content tools for gender cross-cutting aimed at the programme areas	<p>Conceptual note: Social Cohesion and the need for the gender dimension.</p> <p>Gender-sensitive methodology for country dialogue spaces, meetings and events.</p> <p>Guidelines for the formulation of the action sheets of the EUROsociAL programme in the area of social cohesion so that they contribute to the achievement of gender equality, to the monitoring thereof and relate to the results framework.</p>

Publications

EUROsociAL LIBRARY

EUROsociAL+ programme results framework (Gender Area)



EUROPEAN CONSENSUS

Initiative: Gender Equity

The EU and its Member States will ensure that the gender perspective is systematically incorporated into all policies as a key contribution to the successful achievement of the SDGs. They will accelerate their efforts to achieve gender equality and the empowerment of women.



WHICH SDG DOES IT INVOLVE?

