

# Institutional Transformation

## Example 2: Allocating resources for institutionalising gender mainstreaming

### The ILO Action Plan for Gender Equality 2010-15

Since 1999 the ILO promotes gender equality by using Action Plans. The Action Plan 2010-15 uses a results-based approach and is aligned with the Organization's Strategic Policy Framework 2010-15 and its three biennial programmes and budgets that fall in that six-year period. The Action Plan's structure is based on the six main elements necessary for UN strategies to promote gender equality, as stated by the United Nations Chief Executives Board (CEB) for Coordination.

#### Questions and answers

##### **What does the example show?**

The ILO Action Plan explicitly considers allocating resources such as time and money for implementing gender mainstreaming. It shows that for a thoroughly implementation of gender mainstreaming it is also necessary to allocate financial as well as human resources.

##### **Why is the example suitable for promoting institutional transformation?**

The given example shows how from the very beginning of action human, time and financial resources are considered as necessary to implement gender mainstreaming sustainably. Furthermore it acknowledges that gender mainstreaming needs experts from the outside. It also takes into account that implementation of gender mainstreaming requires action as well as the belief that gender equality is a matter of decent work.

##### **What was the example's line of action?**

Before the Action plan came into effect in 2009 it was revealed that more resources were needed to implement gender mainstreaming effectively. The regular budget allocation was extended and as a consequence, in the next phase budget matters were explicitly considered.

##### **Who was involved and in which way?**

The Action plan was developed in 2009 in the context of the International Labour Conference Resolution on Gender Equality.

##### **Which lesson can be learned in terms of success factors?**

The Action plan takes into account that mainstreaming needs to be operationalized to reach

the aim of gender equality. This operationalization requires different kinds of resources.

## Resources



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