Institutional Transformation

Gender Mainstreaming: A Guide to Organisational Change

1. Preparation phase
   1. Strengthening accountability
   2. Allocating resources
   3. Conducting an organizational analysis
   4. Developing a gender mainstreaming strategy and a working plan

2. Implementation phase
   5. Establishing a gender mainstreaming support structure
   6. Setting gender equality objectives
   7. Communicating gender mainstreaming
   8. Introducing gender mainstreaming methods and tools
   9. Developing gender competence
  10. Establishing a gender information management system
11. Launching gender equality action plans

12. Promoting equal opportunities within the organisation’s personnel

3. Evaluation phase

13. Monitoring and steering organisational change