

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

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Monitoring and steering
organisational change