

# Institutional Transformation

## Institutional transformation and gender: Key points

- 1 Organisations are not gender-neutral entities.
- 2 Gender issues within an organisation are partly visible and partly tacit. The representation of women and men at all hierarchal stages of an organisation is only one (visible) indicator that organisations are gendered.
- 3 Organisations deal with gender differently, e.g. in an inadvertent manner or with a managed approach.
- 4 Processes aiming to bring about organisational change have to be adapted to suit the respective organisational culture.