

Institutional Transformation

Step 2: Allocating resources

Key aspects

Financial resources

Financial resources may be needed for a variety of activities, including external consultants and trainers, commissioning the development of tailor-made [methods and tools](#), [data collection and research](#), for exchanging information with stakeholders, publishing brochures or launching a website ([communicating gender mainstreaming](#)) as well as other subsidiary activities.

Recommendations

Using external experts not only supports the introduction of gender mainstreaming in terms of providing gender expertise and a fresh, objective perspective, but may also help to relieve staff workload regarding the introduction of gender mainstreaming.

Time

consider the organisation's annual timetable and start the process during the least busy time of the year.

make explicitly clear how much working time is to be dedicated to this process and if this is acknowledged as being a valuable part of the regular job.

the workload of the [gender mainstreaming support structure](#) should be calculated.

In organisations that already have gender equality staff, this assignment of new tasks should be accompanied by a corresponding increase in the amount of working time made available for this purpose - by redistributing other tasks, by extending working hours or by recruiting additional staff.

Example

The ILO Action Plan for Gender Equality 2010-2015 explicitly considers allocating resources such as time and money for implementing gender mainstreaming. It shows that for a thorough implementation of gender mainstreaming it is also necessary to allocate both financial and human resources.

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