

# Towards a gender equal organisation: EIGE's toolkits help get you started



What does it mean to mainstream gender in a public institution or an organisation? With all the aspects to consider, where is the place to start? EIGE's new online tools will help with practical and detailed information in three areas: gender impact assessment, institutional transformation and gender equality training. These tools are part of EIGE's Gender Mainstreaming Platform, an online guide to identifying and addressing gender equality challenges across different areas of society.

## Gender Impact Assessment

Policies often impact women and men differently, sometimes even reinforcing social, cultural or economic gender inequalities. The aim of the gender impact assessment tool is to help to identify where policies are causing or strengthening gender inequalities and how they can be effectively re-directed. This means that gender equality objectives can be defined from the very beginning of any policy design. The tool not only provides a theoretical model of gender impact assessment but also includes real, hands-on information from several Member States on its practical use.

## **Institutional transformation**

To achieve real, long lasting results, institutions must do more than implement a few 'ad hoc' changes. A gender mainstreaming strategy requires institutions to transform, starting from their basic values and beliefs, to the rules and regulations that lead to more effective working outcomes. For example, there should be a clear commitment made by the top management to address gender inequalities within the organisation, and incentive mechanisms should be in place to encourage and motivate staff to integrate a gender perspective as a central aspect of their working environment.

## **Gender Equality Training**

It is vital that employees understand the importance of recognising and addressing gender inequalities. Through providing gender equality training and equipping employees with knowledge of effective methodologies and tools they will be able to effectively contribute to gender equality. If gender equality training is implemented systematically, it facilitates a positive change in attitudes and improves employees' ability to take account of the gender perspective in their own work.

Access the tools [here](#).