### 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
Launching gender equality action plans

Promoting equal opportunities within the organisation's personnel

3. Evaluation phase

Monitoring and steering organisational change