

# 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 p



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Monitoring and steering  
organisational change