

# 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 phase

13 Monitoring and steering organisational change