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