

# Institutional Transformation

## Gender organisations

Organisation theory demonstrates that the informal and invisible rules and regulations of an administration are crucial for understanding organisations. Organisations are not mechanical entities running according to fixed rules; instead they are entities with a certain momentum and non-documented rules and regulations, which are reflected in a specific organisational culture.

The core elements of organisational culture are implicit; they are practiced in daily routines, give a common direction to the members of an organisation, and are the result of learning and internal coordination within an organisation. Furthermore, they constitute a specific view of the world.

Individuals do not consciously learn an organisational culture, but they internalise it within a process of socialisation. This shows that institutional transformation can occur only if organisational culture is taken into account.