



# **USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:**

**2.8 Integrate gender equality, parity, and diversity considerations into procurement policies and practices to ensure subcontractor/supplier alignment with the company's gender equality and diversity goals**

## **About Your Gender Equality Plan**

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at [EngenderingIndustries.org](https://EngenderingIndustries.org).

## **Description**

Influence subcontractors and suppliers to improve their own gender equality and D&I practices and policies through competitive procurement practices

Clearly articulate in procurement documents expectations and requirements on how a contractor/supplier addresses the following, ensuring scoring of contracts and awards include points related to:

Equity in percentages of women in leadership and technical positions within their contract, with targets for gender equality and diversity where possible

- Applies gender-equitable and inclusive policies related to EEO, sexual harassment, etc.
- Extend gender equity and unconscious bias trainings and mentorship opportunities to suppliers and subcontractors, with a focus on supporting the strengthening of woman-owned businesses

Create small business set-asides for local women-owned businesses from diverse backgrounds that provide services and supplies. Include gender- specific key-performance indicators and targets in the contract and follow-up with regular monitoring and reporting against KPIs from subcontractor/ supplier

Conduct a social audit of all suppliers and subcontractors to ensure compliance with the company's code of conduct or other gender equality and diversity goals. This social audit should cover topics such as:

- Discrimination
- Sexual harassment and GBV
- Health and safety

Working conditions and benefits

## **Challenges to Implementation**

Sub-contractors are separate entities with their own organizational practices and policies that may be difficult to change

There may be less oversight or influence over subcontractors

Some issues, such as discrimination or sexual harassment, may be difficult to measure, and subcontractors/suppliers may be reluctant to share such information

#### **What Success Looks Like**

Increase in the percentage of women employed by subcontractors in the overall workforce and in leadership and technical positions

Increase in the number and percentage of diverse and woman-owned subcontractors and suppliers

Improvement in gender equality and D&I practices and policies adopted by subcontractors and suppliers

#### **Resources and Tools**

**Guide (incl. Tools and Checklists):** [Guide on Integrating Gender throughout Infrastructure Project Phases in Asia and the Pacific, Part III: Gender Mainstreaming in Procurement and Contracts](#) (UNOPS & UN Women)

**Course/E-learning:** [Mainstreaming Gender Equality in Procurement](#) (UN Women I Know Gender How-To Training Centre)

**Guide:** [Women's Empowerment Principles \(WEPs\)](#) (UN Global Compact & UN Women)

**Guide:** [The Time Is Now To Accelerate Women's Public Procurement: A Toolbox And Call To Action](#) (USAID)

**Guide:** [Private Equity and Value Creation: A Fund Manager's Guide to Gender-Smart Investing](#) (CDC and IFC)

**Guide:** [Gender Equality in Social Auditing Guidance](#) (BSR)

**Report/Study:** [The Power of Procurement: How to Source from Women-Owned Businesses](#) (UN Women)

**Report/Study:** [Women's Energy Entrepreneurship: A Guiding Framework and Systematic Literature Review, Chapter 4.3](#) (ENERGIA)

**Report/Study:** [Gender-Smart Procurement Policies for Driving Change](#) (Chatham House)

**Report/Study:** [How to Measure Job Quality in Value Chain Development Projects](#) (ILO)