



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

## **11.1 Adopt and implement a policy for advancing women in the workplace**

## **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**

Develop a gender equality or gender and social inclusion policy based on international standards including related targets, responsibilities, and provisions for handling grievances

Include company gender equality and D&I goals and objectives, measures to achieve them, responsibilities for implementation and indicators for monitoring

Demonstrate a new direction and dedicated commitment to gender equality and D&I goals by developing and implementing a supportive strategy and action plan

Implement training programs to raise awareness of unconscious bias and build commitment to implementing the policy

Ensure accountability for implementation is with senior leadership

### **Challenges to Implementation**

Stakeholders may lack commitment to, and awareness of, gender equality and D&I during formulation and adoption amidst competing priorities

Board members may not agree that a Gender Policy or Gender and Social Inclusion (GSI) Policy is needed

Policy without a strategy may not trigger change

### **What Success Looks Like**

Gender equality or Gender Equality and Social Inclusion policy is adopted and fully implemented through supporting processes, as detailed in this framework

Gender equality is an ingrained part of corporate culture and institutionalized in all programs and activities

### **Resources and Tools**

**Guide:** [Integrating Gender into Workplace Policies](#) (USAID)

**Guide:** [Gender Strategy Toolkit](#) (Workplace Gender Equality Agency, Australian Government)

**Guide:** [Developing a Workplace Gender Equality Policy](#) (Workplace Gender Equality Agency, Australian Government)

**Example:** [Gender Equality and Empowerment of Women Policy](#) (AngloGold Ashanti)