



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

11.4 Adopt a salary equity policy with mechanisms for analysis and redress

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.

Description

Ensure salary equity policy explicitly addresses the following areas:

- Salary discrimination within a job category. For example, “Engineer 1”: A male and a female both with master’s degrees in engineering and 5 years’ experience being paid differently
- Salary discrimination between job categories, such as having two job titles, “Office Manager” and “Field Office Manager,” with the same responsibilities, but “Office Manager” is paid less and held mostly by women or people from traditionally socially excluded groups
- In the hiring and promotions processes, do not ask or use prior salary to determine current salary

Challenges to Implementation

Funds may not be available to close identified pay gaps

Union contracts may require amendment during upcoming contract negotiation cycle

There is a perception of bias by groups whose salary is unchanged

Potential legal action is taken by the group previously paid less

What Success Looks Like

Company adopts and enforces salary equity

Company closes salary gaps in both areas

Men and women are paid equitably

Resources and Tools

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

Report/Study: [A Comparative Analysis of Promoting Pay Equity: Models and Impacts](#) (ILO)

Report/Study: [Pay Equity: A Key Driver of Gender Equality](#) (ILO)