



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

11.8 Establish a childcare benefits policy that offers facilities (e.g., crèche or nursery) or provides monetary assistance with childcare arrangements

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

Conduct an analysis to determine what assistance most meets employee needs, with data disaggregated by sex and office site location

Offer childcare benefits that could include the following:

- On-site day care (e.g., crèche or nursery)
- Childcare subsidies
- Dependent care assistance programs that allow employees to deduct day care expenses from their paycheck on a pre-tax basis
- Backup childcare that provides employees with last-minute assistance in emergency or unexpected circumstances
- Flexible work schedules
- Childcare center discounts

Conduct a forecast of financial benefits to determine the option that best meets the needs of all stakeholders

Implement the option that best meets (most of) the needs of stakeholder groups

Challenges to Implementation

The cost of onsite childcare facilities, staffing, and maintenance costs may not be financially feasible, especially in companies with multiple office and work sites

Regional offices may be located in places with few or no childcare facilities nearby

What Success Looks Like

Childcare facilities, monetary assistance, or a combination of the two are adopted

Parents use childcare options provided

Care facilities are maintained for safety and comfort

Care facility staff are professionally trained in childcare

Resources and Tools

Guide (incl. Additional Resources and Toolkit): [Tackling Childcare: A Guide for Employer-Supported Childcare](#) (IFC)

Guide: [Guideline for Childcare Facilities in the Public Service](#) (Department of Public Service and Administration South Africa)