



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

11.12 Establish a health and safety policy that explicitly and equally considers the needs of women and men

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

Adopt safety policies addressing the needs of women and men and the processes for implementing them

Include health and safety protocols in job duties and responsibilities

Provide women equal access to personal protective equipment (helmet, etc.)

Provide equal access to separate toilet, changing room, shower, and other facilities appropriate for women and men

Ensure women have equal access to field safety training and benefit equally from field safety protocols (i.e., live-line protocols, tag-out procedures).

Challenges to Implementation

Company may have to change purchasing protocols to ensure a wider range of equipment sizes

Cost of installing facilities and purchasing additional gear could be unrealistic for company

Company may not have developed a complete set of safety protocols or may not be properly enforcing existing protocols, putting both male and female workers in danger

What Success Looks Like

Company adopts health and safety policies and practices that equitably protect men and women

Women and men have the same access to safety equipment, facilities and training

Resources and Tools

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

Guide: 10 Keys for Gender Sensitive OSH Practice: Guidelines for Gender Mainstreaming in Occupational Safety and Health (ILO)

Guide: Safe Consultations with Survivors of Violence against Women and Girls (UN Women)

Report/Study (incl. Workplace Risks Checklist and Sample Risk Assessment Form): Healthy Beginnings: Guidance on Safe Maternity at Work (ILO)