



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

**11.14 Review and revise all other company policies to support gender equality, diversity, and inclusion 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**

Conduct comprehensive policy gap analysis and benchmark with international standards and best practices

Review company policies with a gender and diversity lens and develop new policies to ensure they are promoting gender equality and D&I goals

Identify areas for improvement and for supporting change management efforts; revise and adopt changed policies

Ensure policies are using gender-equitable concepts and wording

Involve female and male stakeholders with diverse social identities at all levels to contribute to policies

Sensitize communications and HR departments on gender equality and D&I, and language before undertaking this task

**Challenges to Implementation**

It may be easier to create new policy than to revise old one/s

Some policy changes may require approval from employee representatives and unions prior to adoption

HR department may not have gender equality or D&I orientations or capacity for review

Policy review may need external expertise to adopt international standards

Internal and external stakeholders may not be supportive of adopting policies that go beyond legal requirements

**What Success Looks Like**

All policies are reviewed with a gender and diversity lens and revised to promote gender equality and D&I goals

Policies adhere to international standards and are based on international best practice

Policies contain gender-inclusive language and are equitable

Employees take ownership of policies

Gender equality and D&I concepts and language utilized for all new corporate policies and practices<sup>[1]</sup>

#### **Resources and Tools**

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

**Guide:** [Organizational Goal Setting for Gender Equality and Inclusion](#) (USAID)

**Tool:** [Guidelines for Gender-Inclusive Language in English](#) (United Nations)

**Guide:** [Workplace Policies to Support Equality and Respect](#) (Our Watch)

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[1] **HUMAN RESOURCES (HR) PRACTICES.** HR policies are put into action by daily practices, as practices give HR the broader ability to implement and operationalize policies adopted. Practices are more adaptable than policies and can be changed more quickly to reflect the best of HR actions. (Source: [Inc.com](#), [Human Resource Policies](#))