



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

**12.7 Showcase company commitment to women's business success by adopting international standards and participating in rankings or awards**

## **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**

Dedicate resources to screen national and international standards, awards, and rankings

Participate in competitions to receive public recognition for commitment toward gender equality and D&I

Track and document promising projects, including documenting through pictures and videos that can be used in submissions

Establish a strong relationship with national initiatives so company is informed of opportunities for ad hoc submissions

Become a signatory of international commitments to increase gender equality and D&I, such as Women's Empowerment Principles or Equal by 2030 and communicate on the commitment

**Challenges to Implementation**

Participation in awards may require allocation of significant human and financial resources

Lack of national or regional awards and competitions

International organizations may grant awards on an ad hoc basis rather than on a regular basis

Some awards have limited visibility but a high cost to apply

Credibility of awards may be limited

Senior leadership may be reluctant to endorse international commitments

Lack of resources and awareness of content owners to communicate on progress or related activities

**What Success Looks Like**

Company has a list of awards and rankings to participate in, and adequate resources for applying or joining

Company is recognized and rewarded for efforts toward gender equality and D&I in the workplace

Company increasingly gains external recognition through awards and winning competitions

Company increases its rankings

Public awards and rankings for being an employer of choice regarding gender equality and D&I attracts female candidates with diverse social identities

#### **Resources and Tools**

**Guide:** [Equal by 30 Signatory Toolkit](#) (Clean Energy Education and Empowerment (C3E) Initiative)

**Tool:** [CEO Statement of Support for Women's Empowerment Principles](#) (United Nations Global Compact & UN Women)

**Tool:** [Women's Empowerment Principles Gender Action Plan Template](#) (Women's Empowerment Principles)

**Award:** [Best Places to Work Awards](#) (Comparably)

**Award:** [2022 Best Workplaces for Parents Award](#) (Great Place to Work Institute)

**Award:** [Gender Equality Awards](#) (EBRD)

**Award:** [Catalyst Award](#) (Catalyst)

**Award:** [IWA Women in Water Award](#) (International Water Association, IWA)

**Certificate:** [Economic Dividends for Gender Equality \(EDGE\) Certification](#) (EDGE)

**Certificate:** [Gender Equality Seal for Public and Private Organizations](#) (UNDP)

**Guide:** [Women's Empowerment Principles \(WEPs\)](#) (United Nations Global Compact & UN Women)

**Example:** [Equal by 30](#) (Clean Energy Education and Empowerment (C3E) Initiative)