



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

**3.9 Provide training on gender equality and diversity strategies, policies, and codes of conduct for employees and managers**

## **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**

Develop training plan for informing employees on gender-related strategies and related policies or codes of conduct<sup>[1]</sup> as part of the change management<sup>[2]</sup> process and strategy implementation

Inform managers and other employees about the strategic objectives of the company with regards to gender equality and D&I and create positive momentum for strategy implementation

Create additional buy-in through awareness-raising sessions and discussions and provide opportunities for employees to raise concerns and discuss issues and challenges

Provide a platform for exchange on success stories and strategies to overcome challenges

Gather information from employees to adjust strategy implementation, if required

### **Challenges to Implementation**

Training cost and time of employees

Training is one part of strategy implementation, but ineffective if company commitment is weak, senior managers do not “walk the talk,” or issues and challenges raised are ignored

Issues and resistance that are raised during trainings should not be mistaken as indication that the strategy is bad, but as a sign of learning and engagement toward change

### **What Success Looks Like**

Employees understand the strategy and related policies and can identify themselves with the underlying objectives

More of the desired behavior, action, and mindset is visible

Grievances are reported and severity decreases over time

#### Resources and Tools

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

**Guide:** [Gender Equality in Codes of Conduct Guidance](#) (BSR)

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[1] **CODE OF CONDUCT.** Also known as Code of Ethics, it is a central guide that is meant to clarify an organization's mission, values, and principles, linking them with standards of professional conduct. (Source: [Ethics & Compliance Initiative, Glossary](#))

[2] **CHANGE MANAGEMENT.** Structured approach to transitioning individuals, teams, and organizations from a current state to a desired future state, to fulfil or implement a vision and strategy. It is an organizational process aimed at empowering employees to accept changes in their current environment. (Source: [ILO International Training Center, Handbook on Gender and Organizational Change](#))