



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

4.3 Conduct equity and impact analysis of benefits, including usage/uptake of benefits

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

Benchmark your benefit schemes on a regular basis against national legislation, country best in class and international best practice to determine benefits supporting gender equity

Conduct periodic benefit analysis surveys to determine equitable distribution and use of benefits

Ask women and men separately which benefits are important for them

Adjust accordingly if benefits are not being equitably distributed/used

Challenges to Implementation

Human Resources Information System (HRIS) may not capture all relevant data categories

Cultural norms within some countries may lead to unequal use of benefits

Corporate culture may discourage use of some benefits

Managers may have negative opinions about employees using company benefits

What Success Looks Like

The company periodically conducts benefits data analysis, disaggregates the data by sex and addresses benefit inequities

Increased numbers of men and women equitably using benefits

Through communication, showcasing good practice (e.g., users of paternity leave), and leading by example, the company demonstrates a culture in which employees feel comfortable using their benefits

Resources and Tools

Article: [The Most Desirable Employee Benefits](#) (Harvard Business Review)

Article: [These Are the Benefits Women Actually Want at Work](#) (Fairy God Boss)

Report/Study: [Tackling the Gender Pay Gap](#) (UN Women)