



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

**4.3 Conduct a benefits usage analysis, and ensure both men and women are using their 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](https://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 balanced treatment of men and women

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

Ask women and men separately which benefits are important for them

Adjust accordingly if benefits are not being distributed/used in the same way by men and women

**Challenges to Implementation**

Human resources information systems 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 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 Pay Gap](#) (UN Women)