

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

**4.4 Ensure that benefits—such as medical coverage, tuition reimbursement and retirement savings—are equally accessible to male and female employees**

## **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**

Ensure medical benefits cover both male and female employees and that health issues specific to both men and women are covered

Ensure both men and women can enroll family members when family medical care is offered

Offer tuition reimbursement to both men and women as well as for their family members

Provide equal opportunity to women and men to participate in retirement plans

Assess gender disparities in participation and usage of benefits using sex disaggregated data and equity and impact analysis tools

### **Challenges to Implementation**

Culturally, women may not report certain health issues or may be denied treatment

Disproportionate unpaid care work responsibilities may impact women's ability to use tuition reimbursement benefits

### **What Success Looks Like**

Sex disaggregated data show that men and women use benefits at similar rates

If data show disparate impact, corrective measures are taken

### **Resources and Tools**

**Report/Study:** [State of the World's Fathers 2021: Structural Solutions to Achieve Equality in Care Work](#) (Equimundo-US)

**Report/Study:** [A Review of the Evidence on How to Cover all Families for Paid Family and Medical Leave](#) (WORLD Policy Analysis Center)

**Article:** [4 Policies That Encourage a Family-Friendly Company Culture](#) (Justworks)