



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

**4.8 Review infrastructure and ensure female employees have access to the facilities needed to perform their role (such as lactation rooms)**

## **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**

Conduct an infrastructure assessment of all company sites (including in the field) to evaluate where there might be gaps in infrastructure (e.g., separate toilets and changing rooms, accommodations for night shifts, lactation rooms, etc.)

Survey employees to identify which infrastructure or facilities are most needed with data disaggregated by sex and office site location.

Conduct a cost-benefit analysis for adding infrastructure or other facilities to rectify any gaps identified.

Consider whether any infrastructure gaps might be leading to incidences of GBV and if identified, prioritize solutions that mitigate this (e.g., separate toilets or changing rooms for women and men).

**Challenges to Implementation**

The cost of building new infrastructure might not be financially feasible.

Offices or field sites with very few women might not see the value in adding additional facilities for a small percentage of staff.

**What Success Looks Like**

Women and men have access to safe, private, and separate facilities, and are comfortable using them in the workplace.

Other diverse social groups that might experience discrimination as a result of inadequate facilities (e.g., persons with disabilities, LGBTQI+ persons, etc.) feel comfortable using workplace facilities.

Infrastructure or facilities are maintained for safety and comfort for all employees.

Incidences of GBV related to a lack of infrastructure are reduced.

## Resources and Tools

**Tool:** [Workplace and Amenities](#) (OHS Rep)

**Guide:** [Best Practices: Restroom Access](#) (Out & Equal)

**Article:** [One Single Amenity Can Make All the Difference to Gender Diversity in the Workplace](#) (World Bank)

**Article:** [How Inclusive Design is Creating More Female-Friendly Offices](#) (Worklife)

**Example:** [Inclusive Facilities Policy and Procedures for All Buildings](#) (UW-Madison)

**Example:** [Construction Services](#) (University of California)