



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

**10.1 Organization's tracking and delivery on its defined goals and targets, and communication of progress to various stakeholders through reporting.**

## **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 reporting systems have statistical ability to sex-disaggregate employee satisfaction data, training hours, positions in company, use of leave and pay disparities (pay gap)

Ensure HR has capacity to analyze and use sex-disaggregated data

Regularly use data to analyze successes and areas for improvement

Regularly share data with upper management to inform decision making regarding allocation of resources and commitment to initiatives or goals

Mitigate confidentiality mistrust by utilizing a third party to administer the survey or anonymize

**Challenges to Implementation**

Companies are at varying levels of sophistication with HR analytics, which may inhibit their ability to sex-disaggregate and use data

Ability to capture subjective opinions (e.g., satisfaction level) may be compromised if employees mistrust confidentiality of surveys

Correcting pay gaps impacts finances, and there may not be funding to correct the gap

Changes that impact union contracts may take several years to implement

**What Success Looks Like**

Sex-disaggregated data meet industry standards and are routinely collected and maintained

Sex-disaggregated data are continuously available and used to make decisions

Identified gaps are closed

## Resources and Tools

**Report/Study:** [Guidelines on How to Collect Sex-Disaggregated Water Data](#) (UNESCO)

**Article:** [Measuring What Matters in Gender Diversity](#) (Boston Consulting Group)