



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

10.5 Adopt international standards and endorse international commitments for gender equality

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

Become a signatory of international commitments to increase gender equality such as Women's Empowerment Principles or Equal by 2030 and report on progress and related indicators

Join a global network of private sector companies to receive guidance on advancing gender equality and women's empowerment

Benefits include:

- Gain access to resources such as learning and research material and best practice examples
- Benefit from a global network of change agents
- Gain access to an online discussion forum, webinars as well as online and offline events
- Send clear signal to various stakeholders that gender equality and women's empowerment is important to the company as demonstrated by top leadership involvement and CEO commitment

Challenges to Implementation

Lack of awareness of initiatives

Lack of resources to join and follow up on commitments (e.g., needs clear allocation of budget and responsibilities for progressing)

Statement of support for the initiative often needs to be signed by the CEO, which could result in difficulties if there is a lack of commitment

Participation in some initiatives costs money

Lack of time to be an active member of the network

Lack of resources to report on progress

What Success Looks Like

Company has joined/endorsed relevant gender equality/women's empowerment initiatives such as the Women's Empowerment Principles (WEP) or Equal by 2030

Company benefits from network and exchange with global change agents

Being a member of a global initiative increases the company's image and commitment to gender equality

Resources and Tools

Tool: [CEO Statement of Support for Women's Empowerment Principles](#) (United Nations Global Compact and UN Women)

Guide: [Women's Empowerment Principles \(WEPs\)](#) (United Nations Global Compact & UN Women)

Example: [Equal by 30](#) (Clean Energy Education and Empowerment (C3E) Initiative)

Video: [Equality=Business](#)(Empower Women)