



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

10.6 Participate in gender equality and diversity awards, rankings, and certification processes

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

Company actively participates in gender equality and diversity award and certification process with a strategic approach, including regular screening of awards, rankings, and certification processes.

Demonstrate commitment and gains made to achieving gender equality and D&I to current employees, candidates, and other stakeholders to increase visibility and credibility in the job market as an attractive employer that has created a workplace where women and men with diverse social identities are all treated equally

Communicate publicly and often about to gain a competitive advantage in the search for talent

Challenges to Implementation

Participation requires time and effort (including human/financial resources)

Required quantitative or qualitative (sex-disaggregated) data for the certification process may not exist or may be difficult to obtain

Management may not see the advantage of the gender certificate and consequently may not approve participation

What Success Looks Like

Company has a list of related awards, rankings and certification processes and uses a strategic approach for participation or non-participation

Company is awarded with a gender certification which can be used as a source for internal as well as external communication and branding

Gender certificates help the company to measure progress (“what gets measured gets done”) and to benchmark itself against other companies

Company ranks high in awards or can progress in ranking over time

Resources and Tools

Award: [2022 Best Workplaces for Parents Award](#). (Great Place to Work Institute)

Award: [Gender Equality Awards](#) (EBRD)

Award: [WEP Leadership Award](#) (United Nations Global Compact)

Award: [Catalyst Award](#) (Catalyst)

Award: [IWA Women in Water Award](#) (International Water Association, IWA)

Certificate: [Economic Dividends for Gender Equality \(EDGE\) Certification](#) (EDGE)

Certificate: [Gender Equality Seal for Public and Private Organizations](#) (UNDP)

Report/Study: [Setting International Standards for Gender Equality in the Private Sector: The Gender Equity Model](#) (World Bank)