



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

## **8.1 Conduct analysis of the impacts of retrenchment on men and women**

## **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 a gender gap analysis of past retrenchment at the organization, if applicable, to identify if women or other social groups were disproportionately affected by past retrenchment.

Develop written plan and data collection method to ensure that retrenchment does not have disparate impacts on a particular group or groups

Conduct data analysis prior to beginning retrenchment and correct any disparate impact identified

### **Challenges to Implementation**

Culturally/legally, companies may rely on retirement and programs that encourage early retirement, making retrenchment unlikely and limiting the ability to manage separation equity

HRIS may not capture all relevant data points (i.e., sex disaggregated data)

Occupational segregation that leaves women clustered in less technical roles that are more vulnerable to retrenchment (e.g., customer service, administration, etc.) might make it difficult to ensure that retrenchment is equitable

### **What Success Looks Like**

Past inequities in retrenchment are identified and plans are made to avoid any potential bias in future retrenchment.

Ratios of men and women within job classifications are proportionately retrenched during downsizing

### **Resources and Tools**

**Guide:** [Managing Retrenchment](#) (IFC)