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## GENDER AND EQUALITY STRATEGY PLAN AND ACTION 2022-2027



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## FOREWORD



In order to fulfill our pledge to provide Lagos with a top notch transportation system, we must uphold gender equality, which is a fundamental human right.

The Lagos Metropolitan Area Transport Authority (LAMATA) has an outstanding track record in promoting gender equality. With the creation of strategies and policies on equality, LAMATA has significantly expanded the participation of women in senior roles and encouraged workplace flexibility.

We have one of the highest percentages of female direct workers (38%) in the transportation industry, with over 40% of female employees and 40% of management staff as female plans are underway to include more. To guarantee women are not at a disadvantage, it is essential that we come together LAMATA staff member to promote gender inclusion in our planning, implementation, regulations and everyday operations.

We must keep challenging the attitudes and ideas that are impeding advancement if we are to advance gender equality. We must put greater emphasis on workplace flexibility and use more ingenuity and creativity to remove the obstacles that women face. Even though we have the rules and processes in place, more action and discussion are still required to solve these issues. We have created a Gender Equality Committee to direct this process, and they will help put the Gender Equality Strategy and Action Plan 2022 – 2027 into action.

This Strategy aims to aid the Agency's initiative for attracting, keeping and promoting female employees. The Strategy also aims to deepen organizational commitment to gender equity and to build a greater knowledge of it.

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**Managing Director /CEO**

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## STRATEGIC CONTEXT

LAMATA takes great pride in its employees since they are its most precious resource and are essential to fulfilling its goal and vision. The effectiveness, commitment, and professionalism of LAMATA's employees are crucial.

Consistent with Sustainable Development Goal (SDG) number five: realizing gender equality and empowering all women and girls. Our dedication to fostering an innovative and dynamic culture is evidenced by the Gender Equality Strategy and Action Plan. To do this, it is imperative to promote a culture of inclusiveness and diversity. In the competitive global world of today, business that make the most of all staff members' talents and abilities will be the most successful. Improvements in productivity, innovation and creativity have been linked to diversity and inclusion, according to research in organisations are the ones with a larger percentage of women in upper management and on boards

LAMATA acknowledges that building social inclusion leads to better results and higher innovations in establishing a sustainable and integrated multimodal transport system in Lagos.

For over a decade, LAMATA has been a top employer for gender equality. Women have key leadership roles in the agency, including the Managing Director, who is a female.

As a leading Employer of Choice for Gender Equality, LAMATA will continue to promote and embed an organizational culture in which employees of all genders from a variety of cultural backgrounds and heritages participate equally at all levels. This will help the company attract and retain a high – quality workforce that reflects diversity. To do this, we must confront the attitudes, convictions, and unconscious prejudices that impede the advancement of gender equality for all employees, regardless of background.

LAMATA is dedicated to advancing gender equity, and the Executive Management will set the bar high.

**IMPLEMENTATION:** To verse the execution of the Gender Equality Strategy and Action Plan, a Gender Equality Committee has been created. The Executive Committee will get regular updates from this Committee on the status of implementation, and staff members will receive an annual report.

**STRATEGY FRAMEWORK:** The framework provided by LAMATA's Gender Equality Strategy Action Plan 2022 – 2027 will help the Agency create and put into practice effective initiatives regarding workplace culture, leadership and employment procedures to enhance gender equality throughout the whole organisation.

The Greater Lagos community is made up of a diverse group of individuals, and this strategy and action plan acknowledges this diversity as well as the richness it brings to

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our organizational community through the varied lived experiences and challenges that people from various cultural backgrounds, faiths, and traditions.

## STRATEGIC GOALS



### Leadership, Culture and Gender Inclusion

The Agency will make sure gender equality is maintained in its organizational structure and hiring practices in line with LAMATA's dedication to a successful, innovative, and dynamic culture.

The LAMATA management team will promote gender equality and social inclusion. We will do this by outlining a convincing business case and justification for gender diversity, demonstrating how it aligns with the Agency's larger vision and strategy, and raising awareness of the importance of gender equality in decision – making.

## STRATEGIES

- 1.1 The Managements Gender Equality Committee shall supervise, track and encourage the Gender Equality Strategy and Action Plan's execution.

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- 1.2 To enhance the Agency's standing as welcoming workplace that respects and cherishes diversity
- 1.3 The Managing Director and management team will promote gender diversity both internally and publicly by speaking out on the topic, taking part in forums and conferences, and setting an example for inclusion in their spheres of influence.
- 1.4 Give managers training on unconscious bias so they may identify and understand their own prejudices and take action to overcome them.
- 1.5 Consider gender equality while developing and implementing LAMATA' processes
- 1.6 Ensure that every staff is aware of the policies pertaining to equity and gender equality.
- 1.7 Demand that all employees completed Equal Opportunity (EO) online training at their induction and at least once every two (2) years.
- 1.8 Track and report on the committee gender representation goal of 40% for LAMATA.

#### **Measures of Success**

- Completion of leadership training on unconscious prejudice; participation of management in the advancement of gender equality
- Include goals for gender equality in LAMATA's planning and strategy
- Positive comments on how the staff perceives gender equality
- Communication in favour of gender equality and public discourse
- Performance plans include KPIs for enhancing results in gender equality.
- The Gender Equality Committees reach their goal of having 40% women in LAMATA

#### **Women representation in senior positions**

##### **STRATEGIES**

To improve the representation of women across all levels, LAMATA will:

- 2.1 Set goals to increase the number of women in senior roles and non – traditional fields
- 2.2 Make sure the goals for gender equality are covered by reviewing the workforce planning process.
- 2.3 Look for ways to increase women's chances of getting promotions and their results in them.
- 2.4 Create a pro – active hiring policy to guarantee that gender equality goals are incorporated and that hiring procedures are monitored using information on applications received, the shortlisting of applicants, and the offers accepted by gender and categorization levels.

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- 2.5 Expand search processes and do research on tried-and-true methods for attracting senior women, especially in underrepresented fields.
- 2.6 Investigate and put into action programs that might assist employees of either gender in efficiently incorporating childbearing, child raising and other family obligations into their work ambitions.

### Measures of Success

- Setting and maintaining a goal for a 40% representation of women in management positions by 2025
- Setting goals for the representation of women in fields beyond the norm
- Goals for gender equality are incorporated into workforce planning procedures.
- Conducting a thorough analysis of the organisation's rules and procedures relating to promotions, and creating a consultation paper.
- Incorporating goals for gender equality into hiring procedures. Action plans are created to address any gender prejudices discovered during the assessments, and recruitment practices are examined to assure their eradication.
- The selection panels are gender diverse
- A 40% female representation goal representation goal for both internal and external shortlists for hiring has been set for 2023.
- Keep an eye on the Executive Committee's reports and developments.

### Developing and Retaining a Gender Diverse Workforce

**STRATEGIES** To develop and retain a gender diverse workforce LAMATA will:

- 3.1 Promote fair career development, provide a framework for succession planning and talent discovery;
- 3.2 Incorporate goals for gender training and performance management, track and report training and performance data;
- 3.3 Investigate and identify the problems with keeping female staff, the come up with solutions; and
- 3.4 Identify patterns in resignations and terminations including the departure of personnel during parental or other leave related to caregiving, by tracking and reporting terminations and resignations yearly.

### Measures of Success

- To enable fair career development, a framework for succession planning and talent development



- Gender equality targets are included in performance, training, and career development policies, and the results are continuously evaluated to ensure there is no discrimination.
- The effectiveness of ongoing speed mentoring programs for women is assessed
- Retention initiatives are devised in response to problems discovered through monitoring of terminations data and departure interviews.
- Greater gender parity in employment participation and representation

### **Measures against Gender-Based violence (GBV) including Sexual Harassment**

**STRATEGIES** To mitigate against Gender Based Violence including Sexual harassment, LAMATA will:

- 4.1 Create areas or environments that are private and secure so that victims may speak up
- 4.2 Foster connections with key players who address GBV-SH
- 4.3 Sponsor foundations and initiatives for women
- 4.4 Utilise the SHE – CAN tool while starting and running initiative and programs.
- 4.5 Determine the frequency of GBV and sexual harassment in LAMATA by conducting regular study
- 4.6 Through seminars, workshops and lectures, make sure that all employees are aware of the GBV and sexual harassment rules.
- 4.7 Ensuring that employees work in a harassment – and discrimination – free environment
- 4.8 Take steps to remove offensive joking posters, emails and images from the workplace.

### **Measures of Success**

- Define targets, and plans that address gaps for implementation.
- Track GBV reports including survey results, every year to spot patterns
- Creating and adopting the Employee Handbook's Code of Good Conduct to prevent and address workplace harassment.
- LAMATA Gender Equality Committees have achieved their goal of zero tolerance for discrimination



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