



**NIGERIAN INSTITUTE OF
QUANTITY SURVEYORS FOUNDATION**
"Supporting humanity in achieving sustainable development goals"

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NIQS Foundation Gender Equality Plan

1. Leadership Commitment and Accountability

1.1 Executive Endorsement

- Secure a public commitment from the NIQS Foundation Board of Trustees to champion gender equality.
- Establish a Gender Equality Steering Committee led by a high-level executive.

1.2 Gender-Balanced Leadership

- Set targets for gender representation at all leadership levels, aiming for 40% women in senior positions by 2028.
- Implement a "gender-lens" approach in succession planning and talent pipeline development.

1.3 Accountability Metrics

- Integrate gender equality Key Performance Indicators (KPIs) into performance evaluations for all managers.
- Publish an annual Gender Equality Report, transparently showcasing progress and challenges.

2. Inclusive Policies and Practices

2.1 Recruitment and Retention

- Implement blind recruitment processes to mitigate unconscious bias.
- Establish partnerships with women's professional networks in quantity surveying and related fields.

2.2 Pay Equity

- Conduct annual pay equity audits, addressing any identified gaps.

Board of Trustees:

QS Joseph Olusegun Ajanlekoko, FNIQS, PPNIQS – Chairman. | QS Murtala Muhammad Aliyu, FNIQS, PPNIQS.

QS (Dr) Joseph Olorunfemi Balogun FNIQS | QS Rabiu Suleiman Yusuf, FNIQS | NIQS President

QS Osaretin Okoro, FNIQS- Secretary. | QS (Dr) Celestina Nkechi Eke, FNIQS, mni – Director General

- Implement transparent salary bands and promotion criteria.

2.3 Anti-Discrimination and Harassment

- Develop a comprehensive anti-discrimination policy with clear reporting mechanisms.
- Establish an independent ombudsperson for handling sensitive complaints.

3. Capacity Building and Training

3.1 Gender Equality Education

- Mandate annual gender sensitivity training for all staff members.
- Develop a “Gender in Quantity Surveying” module for professional development programs.

3.2 Leadership Development

- Launch a Women in Quantity Surveying Leadership Program, offering mentorship and skill-building opportunities.
- Provide sponsorship for women to attend international conferences and networking events.

3.3 Allyship Training

- Implement a “Male Champions for Change” program to engage male leaders in promoting gender equality.
- Offer workshops on intersectionality and inclusive leadership.

4. Workplace Culture and Environment

4.1 Inclusive Infrastructure

- Conduct a gender-responsive audit of NIQS Foundation facilities and implement necessary changes (e.g., lactation rooms, gender-neutral bathrooms).
- Ensure all construction projects managed by the Foundation incorporate gender-responsive design principles.

4.2 Flexible Work Arrangements

- Implement a “Flexi-Work Policy” allowing for remote work and flexible hours.
- Pilot a “4-day Work Week” initiative to promote work-life balance.

4.3 Inclusive Communication

- Develop guidelines for gender-inclusive language in all Foundation communications.
- Celebrate diversity through regular cultural events and recognition programs.

5. Data Collection and Analysis

5.1 Gender-Disaggregated Data

- Implement a comprehensive data collection system to track gender-related metrics across all Foundation activities.
- Conduct annual gender pay gap analyses and representation audits.

5.2 Intersectional Analysis

- Incorporate intersectional data collection to understand the compounded effects of gender with other factors like ethnicity and disability.
- Collaborate with academic institutions to conduct research on gender dynamics in the Nigerian quantity surveying sector.

5.3 Impact Assessment

- Develop a Gender Equality Impact Assessment tool for all Foundation projects and initiatives.
- Conduct bi-annual surveys to gauge employee perceptions of gender equality within the organization.

6. Support for Work-Life Balance

6.1 Parental Leave

- Implement an equitable parental leave policy offering 6 months of paid leave for primary caregivers, regardless of gender.

- Introduce a “Returning to Work” program with phased re-entry options for new parents.

6.2 Caregiving Support

- Establish partnerships with local childcare providers to offer discounted services for employees.
- Implement a “Care Leave” policy allowing time off for elder care or family emergencies.

6.3 Wellness Initiatives

- Launch a comprehensive wellness program addressing physical and mental health needs.
- Offer financial planning workshops to support long-term financial well-being.

7. Community Engagement and Advocacy

7.1 Educational Outreach

- Develop a “Girls in STEM” program, partnering with local schools to encourage young women to pursue careers in quantity surveying and related fields.
- Offer scholarships for women pursuing quantity surveying degrees, with a focus on underrepresented regions.

7.2 Industry Partnerships

- Collaborate with other construction industry organizations to develop sector-wide gender equality standards.
- Launch an annual “Women in Built Environment” conference to showcase female talent and discuss gender issues in the sector.

7.3 Policy Advocacy

- Engage with Nigerian policymakers to advocate for gender-responsive policies in the construction and surveying sectors.
- Participate in global forums on gender equality in STEM fields, sharing best practices from the Nigerian context.

8. Technology and Innovation for Gender Equality

8.1 Digital Inclusion

- Implement a “Digital Skills for All” program to ensure all employees, regardless of gender, have access to technology training.
- Develop a mobile app for anonymous reporting of gender-based discrimination or harassment.

8.2 Gender-Responsive Innovation

- Establish an innovation lab focused on developing technologies that address gender-specific challenges in the built environment.
- Launch an annual hackathon to solve gender equality challenges in quantity surveying and construction.

8.3 AI and Machine Learning

- Develop AI tools to identify and mitigate gender bias in project planning and cost estimations.
- Implement blockchain technology to ensure transparency in gender-related data collection and reporting.

9. Monitoring and Evaluation

9.1 Regular Audits

- Conduct quarterly internal gender equality audits across all departments and projects.
- Engage an external auditor for annual comprehensive gender equality assessments.

9.2 Feedback Mechanisms

- Implement a confidential feedback system for employees to report on gender equality issues.
- Establish a Gender Equality Advisory Board with representation from diverse stakeholders to provide ongoing guidance.

9.3 Continuous Improvement

- Develop a dynamic scorecard system to track progress on gender equality initiatives in real-time.

- Implement an annual review and revision process for the Gender Equality Plan, ensuring it remains relevant and effective.

10. Sustainability and Long-term Commitment

10.1 Resource Allocation

- Allocate 2% of the Foundation's annual budget specifically to gender equality initiatives.
- Establish a "Gender Equality Innovation Fund" to support employee-led initiatives promoting gender equality.

10.2 Knowledge Management

- Create a comprehensive database of gender equality best practices, case studies, and lessons learned.
- Develop a mentorship program pairing senior leaders with emerging female talent for long-term career development.

10.3 Continuous Learning

- Implement a "Gender Equality Learning Series" with quarterly workshops and seminars.
- Foster partnerships with international organizations to stay updated on global gender equality trends and practices.

10.4 Succession Planning

- Develop a gender-responsive succession planning framework for all leadership positions.
- Implement a "Future Leaders" program with a focus on developing a diverse pipeline of talent for key roles.



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Chairman, NIQS Foundation



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