

## Instilling gender inclusion and equal opportunities in MOLA's strategic vision

“As a local administration sector, we are held accountable for fulfilling justice and equal opportunities throughout the service delivery process,” said Lina Atiat, Head of Urban Planning Administration at Ministry of Local Administration (MOLA). Lina has participated in a series of workshops held by the USAID Cities Implementing Transparent, Innovative and Effective Solutions (CITIES) Project for MOLA staff as part of its Gender Equity and Social Inclusion (GESI) activities. “My perception on gender inclusion, equal opportunities and justice was transformed from merely personal and moral beliefs to legal and fundamental human rights that should be embedded in any organizational and strategic goals,” added Lina.

The USAID CITIES project provided technical assistance to MOLA throughout the development of its new Strategic Plan 2021-2024 and organizational structure. One of the significant objectives that was embedded in the strategic plan was the "Gender and Equal Opportunities Concepts are Mainstreamed in Local Administration", which resulted in proposing a new Equal Opportunities Unit to be listed on the ministry's organizational structure. This unit is envisioned to improve the work environment and conditions for women and enhance their access to leadership and supervisory positions in line with the equal opportunities principles. A gender and equal opportunities team was also formed at MOLA to support the Equal Opportunities Unit through strengthening GESI sensitivities and representation throughout MOLA's directorates.



*MOLA's Equal Opportunities team attending the training session on GESI concepts and mainstreaming. the team is led by MOLA's Training and Organizational Development Director and includes 16 members from MOLA's directorates.*