



PIND 2020

INTERNATIONAL WOMEN'S DAY

Roundtable Event on, "Realizing Women's Rights: Economic Development and Peacebuilding Route" Thursday, March 19, 2020, at PIND EDC, Egbokodo Itsekiri, Warri, Delta State.

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1.0 BACKGROUND

March 8th is International Women's Day (IWD). It is a day set aside globally to commemorate achievements made by women.

Over the years, PIND has organized activities to celebrate achievements made by women; advocate for more opportunities for women; eliminate barriers that hinder women from making progress; overcome all forms of deprivation and advance the common good of women across the world.

The UN Women's theme for International Women's Day 2020 is "I am generation equality: realizing women's rights." The aim is to bring together generations of women and girl leaders, activists, and women rights advocates to review actions and progress since the Beijing conference 25 years ago. The theme aligns with UN Women's new multigenerational campaign, generation equality, which marks the 25th anniversary of the Beijing Declaration and Platforms for Action (DPA).

The year 2020 is a pivotal year for advancing gender equality worldwide as the global community takes stock of progress made for women's rights since the adoption of the Beijing platform for action.

This year is the United Nation's 25th anniversary, and it coincides with PIND's 10th Anniversary. While the UN is taking stock of its achievements for the last 25 years, PIND chose the subtheme 'Realizing Women's Rights: Economic and Peacebuilding Route' to showcase and document the successes of women in the Niger Delta. Women who have gained economic empowerment and those who became peacebuilding change agents or champions as a result of PIND's efforts throughout the years.

To achieve this, PIND held a one-day roundtable conference on March 19, 2020, at its Economic Development Centre (EDC) Warri. The meeting hosted beneficiaries of PIND's projects (including beneficiaries from the Chevron GMoU communities) across the sectors of Economic Development and Peacebuilding programs; PIND Partners; PIND Directors; PIND Consultants; media etc.

Sixty-nine (69) participants from the nine Niger Delta States, including representatives from Chevron GMoU communities and Delta State government, attended the event. The objectives of the roundtable event were to:

1. Showcase successes recorded due to PIND's gender mainstreaming efforts over the years;
2. Review gender mainstreaming progress by PIND's partners and beneficiaries to advance local ownership and sustainability;
3. Identify and document challenges hindering active gender mainstreaming in the Niger Delta and recommends trackable solutions to be reported on a quarterly bases;
4. Increase consciousness of the public on economic development and peacebuilding as a means towards the realization of women's rights.

2.0 WELCOME ADDRESS

PIND's Economic Development Manager, James Elekwachi, welcomed partners and participants, including the special guests, resource persons, and the media to the 2019 IWD Forum on behalf of the Foundation. He gave a summary overview of PIND, as a Foundation established by Chevron Corporation, and its program areas of Economic Development and Peace Building.



He further stated that PIND's Economic Development Program grows businesses, boosts productivity, and income for small and micro-enterprises. PIND's peacebuilding program strengthens security stability through a network of peace actors and early warning response system and infrastructure. These two programs enable integrated peace and economic growth.

The 5th SDG (Sustainable Development Goals) urges all stakeholders to work towards achieving gender equality. In the advancement of this growth, PIND, from inception, placed women and girls at the heart of our work. To PIND, Gender mainstreaming is not

mainly about including women as project participants; it is also about deliberately addressing issues negating women's economic and social well-being. PIND has specially selected projects that benefit women and has been successful at empowering thousands of women with opportunities such as access to fuel-efficient fish smoking technologies and also champion women issues such as violence against women and girls.

He further urged participants to take the opportunity to discuss and analyze where and how PIND has succeeded in empowering women economically and building peace in the region..Also, he encouraged participants to discuss challenges impeding our progress in implementing gender strategies and develop priority actions to address these challenges.

3.0 GOODWILL MESSAGE

Mrs. Faith, Director Women's affairs, presented a goodwill message on behalf of Mrs. Flora Alata, the Honorable Commissioner of Women Affairs, Community and Social Development, Delta State.

She stated that the Generation Equality campaign is bringing together every gender to drive actions that will create a world of Gender Equity.

She further listed some of the focus of the Delta state in supporting women rights



Faith Okpohworho, Representing Commissioner for Women Affairs

1. Economic justice for all,
2. Sexual and reproductive health and freedom,
3. Feminist action for climate change, justice, technology, and innovation from global equality and
4. Feminist leadership: which is the need for more women in male-dominated skills elective and appointed positions.

25 years since the Beijing Declaration and Platform for Action, women have developed a progressive roadmap for gender equality, bridging gaps and taking stock of progress

She called on everyone to tackle the persistent barriers working against gender equality. She concluded by giving a call to action to participants working on gender issues to:

1. Challenge Gender norms
2. Review Old laws limiting women
3. Empower each other (Economic empowerment): She commented PIND is doing very well in this aspect of Economic Empowerment to women
4. Celebrate diversity
5. Break stereotypes
6. Greater gender balance
7. Mobilize passage of gender-friendly laws
8. Full operation of the customary court to address issues of gender-based violence
9. The building of our lessons learned

She ended by stating that "Women are priceless and strong, focused and multitalented."

"Women's rights are Human rights, let's leave no one behind in the involvement of all key institutions of Government, including peacebuilding institutions."

4.0 PIND AND GENDER MAINSTREAMING: THE JOURNEY SO FAR

Bose Eitokpah, a Gender Specialist and former manager of PIND's Gender Program took the session titled PIND and Gender Mainstreaming: The Journey so far. She started her presentation with the importance attached to gender mainstreaming in global development as pinpointed in the Millennium Development Goals (from 2000-2015) that had gender equality and empower women as third goal, with 11 thematic areas. Still, in the current Sustainable Development Goals (SDG), Gender Equality is goal number five with 12 thematic areas. The new additional thematic area is dedicated to the Girl Child.



Bose Eitokpah presenting on PIND's Journey so far, on Gender Mainstreaming

She emphasized that it is essential that everyone working on gender issues should be conversant with the 12 thematic areas of the Beijing Platform for Action. She remarked that last year, the UN Women facilitated a global review on how far we have gone and progress made in the 12 thematic areas, PIND attended the forum, and the report will be shared with participants of this roundtable event as soon as it is ready.

She enlightened participants on PIND's new strategic phase (2020-2024), which has two programs Economic Development and Peacebuilding with Capacity Building, Gender, Social Inclusion, and Communications as enablers. For achievement of set programmatic goals,

PIND Foundation promotes gender equality through its operation, partnership, programs, projects, and activities across the Niger Delta. A guiding principle for PIND is the mainstreaming of Gender and Youth across all programs to align with the SDG.

When PIND started, it commissioned two gender studies to design evidence-based interventions. Findings from both studies are still very relevant today.

Key Gender issues in the Niger Delta from the studies were:

1. Issue of Inheritance which excludes women from land ownership.
2. Access to land.
3. Women exclusion from decision making in a council, community, and nation.
4. Limited influence in decision-making.

On Women role in Peacebuilding Programs, she made reference to the United Nations Security Council (UNSC) resolution 1325 which specifically centres on the role of Women in Peace Building and communities stabilization for advancement of economic growths and development. She stated that PIND Resolution 1325, studied the content comprehensively and uses it to shape the organization's framework.

She further averred that Mainstreaming gender demands that structures should be put in place by any organization. One of such structure is the Gender Committee. I PIND the Gender Committee, which is a part of the highest level of PIND's leadership has the Executive Director, the Deputy Executive Director, and the Team Leads as members. They meet quarterly to see how gender mainstreaming is operational in everything activities within the organization and with external partners.

PIND developed a Gender Policy to help guide how gender inclusion is implemented. The gender policy does not only look at programs and projects; it also looks at how Gender is mainstream internally and operationally. The Gender Policy is the roadmap that guides everything done by the organization.

Actions taken through the guidance of PIND's gender policy:

1. Established of three Gender offices with three Gender Desk Officers..
2. Developed Gender Matrices, which are tools used to monitor the progress made in gender mainstreaming.
3. Gender targets which are consistent features in its strategic plan, annual and quarterly plans, and in reports. The gender target, used to be 35%, but currently is now 40% in all activities.
4. Establish a checklist for gender mainstreaming
5. Developed Economic Empowerment Indicators
6. Gender-based violence framework
7. Trained all staff and partners on Gender mainstreaming.
8. Trained and assisted Cross River State government to develop gender policy, and Rivers state government to conduct an assessment of economic status of women in various communities.
9. Conduct monthly gender moments in all its three offices to continuously enhance staff capacity on gender mainstreaming.
10. Gives grants to organizations every year to carryout activities supporting women and the girl child.
11. Facilitated economic opportunities for our young women (including physically challenged young girls) through our NDLink platform.

5.0 OPPORTUNITIES FOR WOMEN IN PIND'S ECONOMIC DEVELOPMENT AND PEACEBUILDING PROGRAMS

Faith Soya (Market Development Advisor) of PIND Foundation spoke on the various sectors covered by PIND's interventions and opportunities for women involvement.

She said women need to realize their Economic potentials, and ability to build Peace, because either way, you look at it, they are all involved in one form of economic activity or the other. Rhetorically, she asked how women could further explore opportunities that are available in various sectors of economic development and peacebuilding.

Economic Development

Within the economic development programmes, she informed participants on the need to understand that agro-business is not only about production, but also to explore the opportunities in aggregation and sales of agricultural products.

She spoke on the opportunities in the fishery sector varying from different aspects, such as hatchery, owning ponds without actually fishing, selling of inputs such as fingerlings, fish feeds, and drugs; acting as middlemen and aggregators, as well as selling of smoked fish without owning a farm.

Opportunities for women in other agricultural sectors highlighted were:

Cocoa: with emphasis on packaging and marketing of cocoa: You don't need to have a cocoa farm to be a player in the cocoa value chain, you can be an aggregator, or go into the processing and packaging of cocoa.

Poultry: with Vaccination, extension services, Meat and egg aggregation as core activities.

Palm Oil: with renting of plantations, managing it, selling the fruits, introduction of improved processing technology to make profits

Business Development: has Business Service Providers who render services to small businesses to improve their standards of doing business and help them improve their incomes: access to finance, business linkages, help them tap into opportunities for improved livelihood.

Cassava: opportunities exists in garri, packaging, stem production, foofoo, starch, bread making, flour, tapioca, ethanol, sweetener, degradable products for drug industries, and animal feeds. She further stated several opportunities are available within the Cassava value chain.

She admonished the participants not to ignore the opportunities lying in these agricultural sectors.

Peacebuilding

She stated that though several opportunities exist in economic development, peace and stability are fundamentals. She stated that opportunities in the Peacebuilding programme are numerous and could be accessed by women belonging to any of the four platforms. Partner for Peace (P4P), Niger Delta Peace and Security Network (NDPSN), early warning and early response group and the Peace Map. Some of the opportunities she highlighted were in the field of Negotiation and Mediation in family, community, church, group, organization, companies, national, and international conflicts. She further stated that within the economic development opportunities, trained negotiators and mediators are still needed to prevent, mitigate and resolve conflicts to stabilize the economic environment for growth and development. She also mentioned vast opportunities in oil and other multinational companies as community relation or liaison officers.

6.0 SUCCESS STORIES FROM BENEFICIARIES

Seventeen beneficiaries from PIND several interventions within the economic development and peacebuilding programmes shared their success stories by explaining their feebleness and challenges encountered before they got in contact with PIND.

The crux of their different success stories was that PIND's intervention has transform their lives for good through various activities of the organization's economic and peacebuilding programmes. Some of the success stories are summarized below.





Miss. I.B Elobisi, Chief Executive Officer, Grassroots Initiative for Gender and Development, Delta State.

She stated that with the knowledge gathered and mentorship by PIND officials, she was able to register an NGO and also secured two international grants and implemented projects. Equally, she consulted for an international NGO, Doctors without Borders in a project in Ebonyi State courtesy of PIND exposure. According to her all these happened within two years interval. She said “Kudo to PIND on women Empowerment” and wished all a happy women's day as they continue to work to protect and promote the rights of all women.

Mrs. Lillian Okonkwo, a broadcast Journalist with the Rivers State Television and Chairperson, Nigeria Association Of Women Journalists (NAWVOJ) River State

She shared how PIND enhanced her capacity in gender mainstreaming and peacebuilding through the CAPABLE programme and P4P. She applauded PIND for making it possible for her to sensitize men and women in our community on gender issues and projects without disrupting the relative peace in the community.

She appreciated PIND for playing very strong role towards achieving the 12 critical areas of concern of Beijing platform for action. According to her “I can confidently testify that PIND has worked tirelessly towards achieving the 12 critical areas of concern of Beijing conference which is meant to achieve gender equality, parity and equity. And this can be seen in PIND’s work in the area of women in Agriculture, health, environment, media, rights of women, violence against women and girls”

She further stated that the P4P project of PIND helps to build and sustain peace in the Niger Delta and the Niger Delta Youth Employment pathway (NDYEP) has revolutionized the skills acquisition space in the region with its innovative trainings and job placement projects for trainees in construction, ICT and aquaculture which are exceptional.



She further eulogized PIND's support to her pet TV program, "in-depth with Lilian Okonkwo" on gender mainstreaming and building capacities of women journalist under NAWOJ platform to believe in gender equality and women rights.

"I pray and urge you to keep and sustain your good works as God will reward your efforts. I am generation equality, happy international women's day".

Mrs. Lillian Okonkwo, Chairperson Nigeria Association Of Women Journalists (NAWJOJ) River State

Caroline Archibong, Alfreda Ato, Barrister Rachel Obodo, Okotie Jenifer, Loretta Ahuokpeme, all members of P4P in Akwa Ibom, Bayelsa, Delta, and River States shared how numerous trainings cutting across, leadership, conflict management, negotiation, dispute resolution, resource mobilization, monitoring & evaluation and project cycle management has sharpen their skills for better performance in their various endeavors.

Caroline talked on improvement in public speaking, Rachel shared as a lawyer, she has used skills acquired to settle cases out of court through alternative dispute resolution rather than litigation. Jennifer shared how knowledge acquired was used in settling the Ogbe-Ijoh and Aladja crisis in Delta State. Loretta shared how she has been able mediate in various conflict, trained male and femal in mediation and featured in various Radio and TV programmes based on knowledge acquired from various PIND's training programmes. Alfreda shared how capacity enhancement by PIND emboldened and propelled her to contest as the first female House of Assembly member in Bayelsa State in 2015. She stated her candidature transformed the political configuration in the state for the benefit of all.

Nefertiti, Niger Delta Peace and Security Network (NDPSN) member, she attended training on early warning, Resource Mobilization and Curbing Criminality during festive period. From Knowledge gathered she went into action and work in collaboration with security agency to curb insecurity in her community and in a school in Ughelli. According to her she was able to utilize her knowledge from the capacity building program to spot conflict and was proactive

in reaching the needed security agency. Although there were no funds, with her proactive actions, peace was restored to the school through NDPSN platform. She ended by saying; women have a role in bringing peace to the Niger Delta.

Torki Dauseye, (He-for-She), the only male who shared his story in the event from the Family Welfare Foundation, said that his organization's encounter with PIND helped them learn proposal writing and they have been able to secure funds to implement several projects. He also spoke how he learnt of Chorkor Oven technology during the IWD 2019 in Akure, Ondo State. He went home shared the knowledge with women in coastal communities and was adopted. According to him women confirmed the technology has reduced the stress associated with fish smoking and also gives their fish better test leading to higher purchases and profit margin.

Mrs. Eris EbeJewo, from Working Fingers International said the PIND capacity building program increased her computer operations knowledge as she was enabled to make more use of her laptop which initially according to her was status symbol. She further stated that Working Fingers International has cascaded the knowledge gathered from the CAPABLE program to 12 persons, 5 of which now have their own registered company. They also received financial support from PIND that led to the adoption of the Chorkor oven, which helped women in their communities' dry fish more efficiently. In her words, she said, **"as I came into the capable program, I truly became capable."** She also learned about documentation, M&E, and resource mobilization.

Miss Uduak Thompson, an administrator by academic qualification but trained in carpentry by PIND's Niger Delta Youth Employment Pathway (NDYEP) project expressed how she currently found joy in carpentry which had been her hobby courtesy of PIND. She stated that the NDYEP modules is exceptional as it enriched her capacity not only in modern furniture designs and productions but increased her capacity in leadership, peacebuilding, conflict sensitivity which has aided the growth of her business. She shared pictures of various modern furniture works.

Rosemary Hictor of Taris Towers. Shared that one of the main things she has gotten from PIND is the use of the Market for the Poor (M4P) approach in Economic Development activities. According to her PIND has helped them reach out to many women in improving access to technology, inputs access to funds and markets.

Ursula Osiso, a lawyer who turned fish farmer, stated that she started with one fish pond and currently has six fish ponds. According to her PIND introduced her to a service provider (Mr. Alfred Ukana) who has provided technical services to her that resulted in increased productivity and expansion of her business.

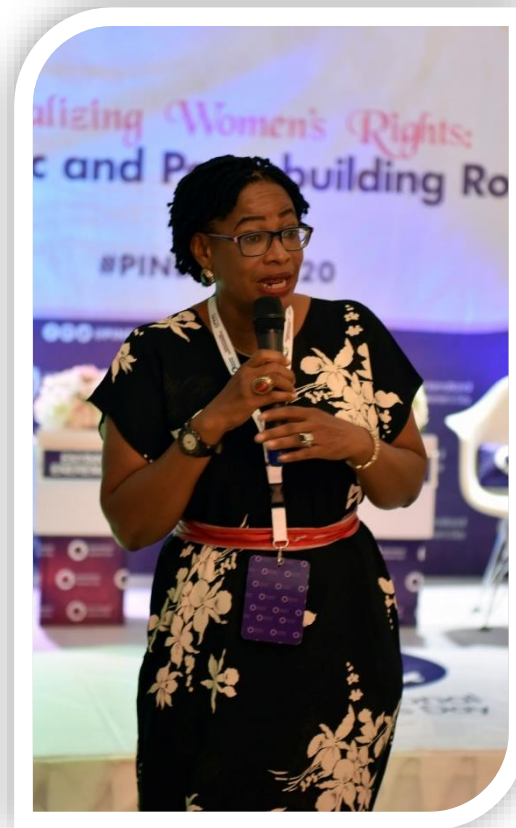
Ololade, GSI Technology. And a co-facilitator for PIND who drives the use of processing technology in the coastal region of Bayelsa, Delta, and Ondo States shared how beneficiaries

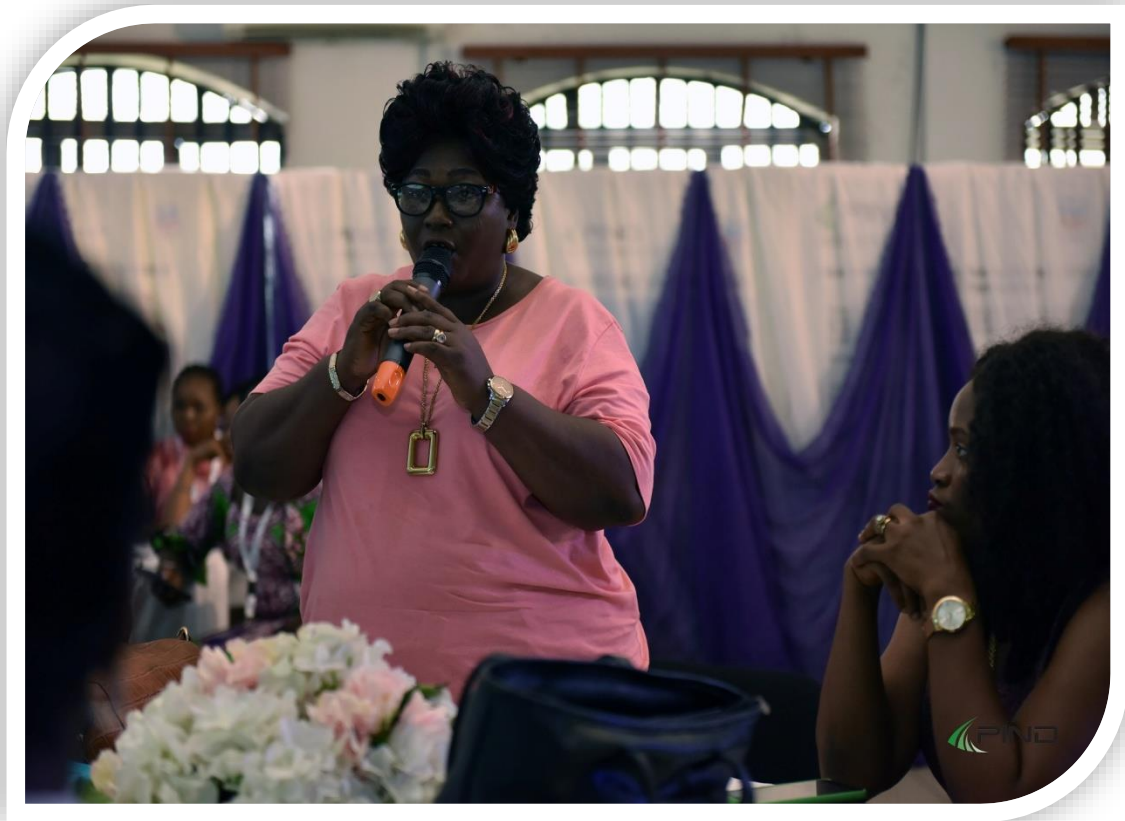
from GSIs technologies in the coastal areas commended how the use of the Chorkor oven has improved their health status. She narrated that before the introduction of the Chorkor Oven, women used drums to smoke their fish, with the heat from the drums having adverse effects on her health, but with the adoption of the Chorkor oven, they no longer feels the heat when smoking fish, and she also uses the technology uses less firewood.

Miss Regina also shared her success story as she stated that with Chorkor Oven she no longer uses the open drum and her eye-problem ceased as she no longer encountered uncontrolled fumes of smokes in her smoking business.

Mrs. Magritte, Better Living Foundation appreciated PIND for institutional training/strengthening, which has helped their organization build capacity, leading to better delivery of quality service to small scale farmers in her community.

Tessy Edjekoluwo Ogbirou, from GGG (Great Green Girls). Stated that her first encounter with PIND was in a knowledge sharing session on renewable energy. She said the meeting gave her the awareness around women's and girl's involvement in the renewable energy sector. The meeting ignited the advocacy for the need for women to participate in renewable energy activities and today she is one of such women.





7.0 PANEL DISCUSSION

At the Round table, PIND convened a panel to discuss the Impact of PIND's economic and peacebuilding programs on Women in the Niger Delta.

Moderator: Lilian Oyama

The Panelists

- Panelist 1:** Benedicta Peter-Ughe
- Panelist 2:** NnenayaEnyinna-Eneremadu
- Panelist 3:** Agatha Osieke
- Panelist 4:** Blessing Ephraim Sam

The theme for the discussion was the *Impact of PIND's economic and peacebuilding programs on Women in the Niger Delta*. It evaluated the status of women in Niger Delta in economic and peacebuilding activities before their encounter with PIND, experiences gathered and challenges stumble upon in the cause of their activities.



The Panel (Lilian Oyama, Nnenaya, Benedicta Peter-Ughe, Agatha Oseike, and Blessing Ephraim)

Lilian Oyama, Gender Specialist and former Gender Manger of the Market Development in the Niger Delta (MADE) project funded by UK- Department for International Development (DFID) in the Niger Delta moderated the session. Panelists were four, drawn from different sectors in PIND programmes. **Benedicta Peter-Ughe**, market development; **Nnenaya Enyinna-Eneremadu**, Casava value chain, **Agatha Osieke**, Peacebuilding; and **Blessing Ephraim Sam**, Niger Delta Youth Employment Project (NDYEP).

The status of women rights in Niger Delta and Nigeria was discussed as a prelude. All panelists asserted that “Women's rights are also human rights because women are also humans”. **Bar. Agatha** illustrated women right in comparison with men as she gave an example of giving two children the same plate of food, and the stronger one eats more than the weaker one, who goes with little or nothing. However, **Lilian** disagreed that women are weaker than men, stating all women do for their families and society. They all agreed women's rights ensure inclusiveness as both the strong and the weak are part of the growth process.

On the theme of the discussion, all panelist accepted that PIND has impacted women’s lives and men in the region positively from its numerous activities. Each started with positive transformation in their lives when they came in touch with PIND and what they have observed in the region. One of the panelists, pay tributes to the yearly grant project by PIND on *16 Days Activism* which according to her contributed in changing the narratives on gender -based violence (GBV) and violence against women and girls (VAWG) in the region. According to her millions of people in the past years have been sensitized on the concept of GBV and VAWG and how the society could prevent them.

Nnenanya agreed that there is progress in Nigeria in terms of realizing women's rights. She stated that Hitherto, women were seen as properties, as a result of a lot of women's right intervention activities, women now have a voice. For example, more women have become educated in Nigeria. And this has helped more women to resist what society is pushing at them. She extolled PIND by stating that the economic development and peacebuilding approach in development by PIND is unique. She further stated that PIND did not jump into project implementation in the region when it started but rather conducted several painstaking research and analysis focusing on women and youths inclusions in its projects. According to **Nnenanya**, “with more money, there is more peace in the home.”

Blessing stated that PIND prioritized gender inclusiveness and wanted to know what activities will benefit the people of the Niger Delta, while narrowing the poverty gap between men and women, and how to improve women’s livelihoods. She stated that studied accounting but today she is in the construction industry where she create more impacts. “I came in contact with PIND a few months ago. Before then, I had heard about their impacts and support for women across the Niger Delta”. When you tell people that you are a woman in construction, people are surprised, but with the support of PIND, I am more confident in my work since I know what I am doing.”

Benedicta Peter Ughe: discussion centered on how PINDs impacted women in aquaculture and business enterprise sectors. She stated that prior to PIND presence in the region, women barely farmed fishes but only processed. Through several facilitation by PIND, women and young girls skills have been increased in aquaculture and enterprise management. She stated that initially, she was the only female amid many men running a fish farm, but now; they have more women investing in aquaculture in Ondo State.

Barr Agatha: She discussed from leadership and peacebuilding perspectives. To her due to PIND's numerous capacity building activities, number of women in leadership increased in the P4P network. She noted that during the inception of P4P, there was no female coordinator in the nine state chapters but currently, they are three women State Coordinators and several others in executive positions. She further explained that P4P female members have mediated in several family, community, church and political conflicts with positive outcomes. From the economic perspective, she noted that in Benin, aot of women have gone beyond buying and selling as some have turn to investors in agriculture and real estate,

However, she warned that women should not relax as they are not yet where they should be in society as the percentage of women in leadership, peacebuilding, and economic endeavors I Nigeria is still very low.



One of the great observations among the panelists was that they did not see PIND impacts from women perspective alone as they expressed it from gender mainstreaming viewpoints. To them where women are impacted by PIND, men are not left out since they are members of the family.

8.0 CHALLENGES AND RECOMMENDATIONS

The breakout session was restructured to full house for participants to share their challenges and potential action points and was facilitated by David Udofia of OIND foundation. Some of the challenges identified were:

1. Lack of Access to Finance and Capacity Building.
2. Sexual Harassment
3. Insufficient Advocacy
4. Lack of Educational Empowerment. Religious Restriction of Women
5. Women refusing to partake in capacity building events except given money
6. Political Farmers
7. Women exclusion from decision-making body.
8. The cultural exclusion of women and the belief that only men can lead things.

Recommendations from the Forum

1. Build the confidence of women regardless of their capacities and educational qualifications.
2. Support and encourage collaborations to strengthen gender campaigns to take action.
3. Increased mentoring of one another by women.
4. Encourage women to be active members of leadership in their communities, workplace and politics.
5. Encourage more gender enlightenment campaigns.
6. Bring gender equity to our offices and homes by talking to colleagues and family about it.
7. Intensified the education of women in the rural areas of the Niger Delta to help them realize their rights as women.
8. They also face challenges in accessing finance and land because of their illiteracy
9. Women to maximize the opportunity when in leadership positions rather than abuse it and stalled more opportunities for other women.

9.0 APPENDIX

9.1 Forum Agenda

9.2 List of Participants

Agenda

Time	Description	Person Responsible
8.30am	Arrival and registration	PIND's Gender Desk Officers
9am-9:10am	Safety Moment/House Keeping	Myke Ekpe
		Security Manager (PIND)
9:10am-9:30am	Welcome Address	James Elekwachi
		Economic Development Manager (PIND)
9:30-10:30am	PIND and Gender Mainstreaming	Bose Eitokpah
	The journey so far	Gender Specialist
10:30 -10:40	Success stories by beneficiaries	Beneficiaries
10:40- 11am	Opportunities for women in PIND's Economic Development and Peace Building programs	Precious Agbunno Market Systems Development Manager
11am-11:30am	<u>Panel Discussion</u>	Moderator: Lilian Oyama
	Topic: Impact of PIND's economic and peacebuilding programs on Women in the Niger Delta.	Panelist 1- Benedicta Peter-Ughe
	- The situation before PIND	Panelist 2-Nnnenaya Enyinna-Eneremadu
	- Your encounter and experience with PIND	Panelist 3-Agatha Osieke
	-What are still the challenges to effective gender mainstreaming?	Panelist 4-Blessing Ephraim Sam
11:30-11:40	Working Teabreak	

11:40-12: 30	<u>Breakout Session (4 Groups)</u>	<u>Facilitators</u>
	Addressing identified challenges.	Yemi Omire
	Brainstorm:	Ifeyinwa Nwosu
	on challenges identified during the panel discussion and provide solutions to the challenges	Blessing Allen Adebayo
		David Udofia
12:30- 12:50	Report back by leads of groups (5min each)	Group Leads
12:50-1pm	Rapporteur's Summary	Rapporteur
1pm-1:20pm	Closing remark, group photograph	GDOs
1:20pm-2pm	Lunch and departure.	Field Operations

Lookback on PIND's 2020 International Women's Day Celebration of March 19, 2020.			
What went well	What did not go well	Areas for improvement	RACI Responsible Accountable Communicate Inform
Planning and organization			
<p>The use of the PIND EDC civic hall was a good idea as safe cost of renting hall and also gives PIND feasibility in another form. The space was sufficient for social distancing sitting arrangement occasioned by COVID-19.</p> <p>The planning process was inclusive as several managers and staff contributed to the concept note and even to the implementation processes.</p> <p>PIND's 10th anniversary was also captured in the event as the theme evaluated achievement, challenges and lesson learnt in the past 10 years.</p> <p>The turn-around time for the planning was short and several events took place in the organization yet the gender team was able to pull it off in time.</p> <p>The branding concept as demonstrated in souvenirs, hall decoration and materials used were superb.</p>	<p>The planning for the event did not start early enough.</p> <p>There was no IWD committee set-up for this year's event.</p> <p>The participants were mostly women with fewer men.</p>	<p>Planning should start early possibly or as soon as the United Nations (UN) theme for the year is published)</p> <p>IWD planning committee should be established time with managers as members so that members of their team would actively participate.</p> <p>All PIND staff to see IWD as a PIND event and not a gender event.</p> <p>The participation should have targeted gender issues influencers in the Niger Delta who could make a difference and address gender challenges.</p>	

Partnership			
<p>Well-coordinated both externally and internally. Externally with Participatory Partnership for community Development (PPCD), Regional Development Council (RDCs), Delta State Government, and various Civil Society Organization.</p> <p>Internally, partnership was exhibited through strong collaboration amongst programs- Economic Development and Peacebuilding as well as the enabling units in PIND as all played active roles.</p> <p>Participants were assembled from all PIND's intervention areas- Cassava, Palm Oil, Aquaculture, CAPABLE CSOs, Co-facilitators, Niger Delta Youth Employment Pathway (NDYEP) , Partners for Peace(P4P), Niger Delta, Peace and Security Network(NDPSN)</p>		<p>The Gender Team needs to work with PIND leadership to partner with Chevron in future IWD event.</p> <p>Partnership with financial institutions, agro-inputs, processing, and marketing companies should be explored in the future.</p>	
Technical/Content (Paper presentation, discussion, experience sharing, agenda)			
<p>The sub-theme: <i>“Realizing Women’s Rights: Economic and Peacebuilding Route”</i> coined by PIND was in line with global theme and also covers PIND’s 10th Anniversary.</p> <p>The personalities with task assigned were experts in their different fields with in-depth knowledge in Gender</p>	<p>Enough info-graphic was not deployed in slides although overall contents were loaded with quality and useful information for participants.</p>	<p>In future, presentation should be of high quality and glassy, seen as branding and packaging strategy of the organization.</p>	

<p>Mainstreaming,</p> <p>The Roundtable moderator, panellists were well selected as they all displayed their understanding of subject matter.</p> <p>The quality of most success stories were evidential and as were presented in videos and pictures with specific locations identified.</p> <p>The content of opportunities in Economic Development and Peacebuilding programs was enlightening to participants as they uncovered various prospects available to improve their livelihoods.</p> <p>The questions and recommendations session was well structured as it gave many participants opportunity to ask questions and contribute and suggest solutions based on practical experiences.</p>		<p>Success stories should have been captured in simple format that covers, success, experience, challenges, and lesson learnt.</p>	
Admin, Logistics & Security			
<p>Logistics was good as majority of participants did complain of much shortcomings emanating from accommodations, transportation meals etc.</p> <p>The Operation Team gave the needed support as seen in all aspect and were on hand to address any challenge that might erupt.</p> <p>Security and safety was good as location was well secured</p>	<p>Participants complained of poor services by one of the hotels.</p> <p>Participants were more than number</p>	<p>There is need to do proper checks of hotels that would be used during such event and possibly give the hotel staff special orientation.</p> <p>To planned and implement based on</p>	

<p>and safe. There was provisions for medical-checks at the gate, handwashing and sanitizer at entrance as preventive measures against the COVID - 19 pandemic.</p> <p>As part of the security measures, there was social distancing in the seating arrangement in the hall.</p> <p>The tea and lunch breaks were well coordinated with no crowding as everyone was served in packs.</p>	<p>budgeted for</p>	<p>budget number of participant.</p>	
<p>Procurement</p>			
<p>PSS was supportive and met all requests.</p>			
<p>Finance</p>			
<p>Finance was supportive and flexible All the participants received their transport refund immediately after the event</p>	<p>Counting and giving cash directly was detested by some participants.</p>	<p>In the future, we might propose putting the cash in envelopes with their names on it.</p>	

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