OVERVIEW
PIND focuses on mainstreaming our gender equality and social inclusion (GESI) approach into our organizational and programmatic frameworks.

OBJECTIVES
Promote best practices in GESI management and mainstreaming within PIND’s programs and projects (SDG 5).

APPROACH
• Proactive measures are taken to ensure that all PIND’s corporate policies, strategies, guidelines, administrative procedures and project management facilitate access to equal opportunities and benefits for women, men, youth, and other vulnerable groups in the Niger Delta.
• PIND focuses on including individuals at risk of exclusion (both as implementers and beneficiaries) in numerous economic development and peacebuilding interventions in the Niger Delta.

OPPORTUNITIES
Huge opportunities exist for both national and international public and private sectors to create inclusiveness towards development and contribute in changing the old narrative of rampant violations of fundamental human rights based on gender inequality and social exclusion.

KEY ACHIEVEMENTS
• Positively impacted over 80,000 females, 120,000 males, and 300 persons living with disabilities
• 8,094 males and 4,454 females (37% of the total beneficiaries) benefitted from the various economic development interventions in the Niger Delta
• People with disabilities enrolled in the Youth Empowerment Pathways (YEP) project
• Revised and developed organizational gender policies: appointment of gender desk officers; development of gender metrics for PIND program and projects teams; development of checklist for gender mainstreaming; development of women economic empowerment indicators; commemoration of yearly United Nations (U.S.) GESI-related events; establishment of a parents’ waiting room; training of PIND consultants and partners in GESI; review of days for paternity leave from three to five days
• Facilitation of women farmers access to new agricultural technologies and access to finance
• Increase in participation of women in leadership positions and as peace actors in conflict managements
• Institution of annual program and non-program Gender Mainstreaming Awards
• Increased awareness of GESI in public and private sectors and non-governmental organizations in rural communities and urban areas in the Niger Delta.