



# FOUNDATION FOR PARTNERSHIP INITIATIVES IN THE NIGER DELTA

## GESI MAINSTREAMING

### OVERVIEW

- PIND focuses on mainstreaming our gender equality and social inclusion (GESI) approach into our organizational and programmatic frameworks. PIND's code of conduct and ethics abides by the Nigerian National Gender Policy on gender equality and non-discrimination based on sex, age, ethnicity, race, status, and disability.

### OBJECTIVES

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

### APPROACH

- PIND's organizational structure and operations ensure that all of its corporate policies, strategies, guidelines, and administrative procedures facilitate access to equal opportunities and benefits for women, men, youth, and other vulnerable groups.
- PIND integrates GESI into its programs and interventions from project design to monitoring ensuring the inclusion of individuals at risk of exclusion (both as implementers and beneficiaries).

### STRATEGIC TARGETS

- 40 percent inclusion for women, youths and persons with disabilities.

### 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

- Revised and developed organizational gender policies: Development of gender metrics for PIND programs and projects teams, checklist for gender mainstreaming and women economic empowerment indicators
- Commemoration of global GESI-related events: International Women's Day, International Youth Days, 16 Days Campaign Against Gender-Based Violence
- Training of PIND consultants and partners in GESI, appointment of GDOs, review of paternity leave from three to five days, establishment of a parents' waiting room
- More than 120,800 females benefitted from the various economic development interventions in the Niger Delta including access to new technologies and finance
- Women's capacities enhanced in conflict management through numerous peacebuilding workshops.
- Established contact with Joint National Association of Persons with Disabilities (JONAPWD) in the nine states
- Special empowerment program for People Living With Disabilities through the YEP project.
- Increased awareness of GESI in public and private sectors and non-governmental organizations in rural communities and urban areas in the Niger Delta.

## PARTNERS

### NATIONAL AND INTERNATIONAL ORGANIZATIONS UNDER THE DEVELOPMENT PARTNERS GROUP ON GENDER (DPGG) AND STATE GOVERNMENTS

📍 25 Jimmy Carter Street, Asokoro, Abuja. 📞 +2349133719425 📧 info@pindfoundation.org  
🌐 www.pindfoundation.org 📺 pindfoundation

