

# WEPBI WVL PROJECT



## ANNUAL REPORT

2022 – 2023

**WOMEN EMPOWERMENT EDUCATION AND PEACE BUILDING**

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## MESSAGE FROM THE CHAIRPERSON

Women Empowerment Education and Peace Building Initiative (WEPBI) is a non-governmental and non-profit organization that has been working to empower women and girls in Nigeria. WEPBI has a strong track record of success, and has built the capacity of many women through its peacebuilding, election observation, and community intervention programs.

In 2019, WEPBI was selected to participate in the Women's Voice and Leadership (WVL) project, which is funded by Global Affairs Canada and supported by ActionAid Nigeria. The WVL project aims to increase the participation of women in decision-making and leadership positions in Enugu State.

In the first two years of the WVL project, WEPBI has been able to achieve significant results. The organization has trained women and girls in leadership skills, and has conducted numerous sensitization workshops on the importance of women's participation in politics and governance. WEPBI has also worked to improve sanitation and hygiene conditions for women and girls in Enugu State through its One Girl One Pad program.

In addition to its work on the WVL project, WEPBI has also continued its other programs, including its peacebuilding work in Imo, Enugu, and Ebonyi States. WEPBI has also been working to promote gender equality in the workplace, and has developed a number of resources to help businesses and organizations become more gender-inclusive.

WEPBI is committed to continuing its work to empower women and girls in Nigeria. The organization is confident that, with the continued support of its partners, it can make a real difference in the lives of women and girls in Enugu State and beyond.



MRS. PRINCESS AMAKA UZODINMA  
BOARD CHAIRPERSON, WEPBI

**MESSAGE FROM THE EXECUTIVE DIRECTOR**

WEPBI started its journey to impact the lives of young girls and women through capacity building, skill acquisition, and other ways to add meaning to their lives. We believe that impacting and touching the lives of others is paramount to fulfilling one's destiny.

Before this journey, we asked ourselves, "How do we achieve this? How do we get to that destination and make a greater impact in the sector of lifting and advocating for women and girls?"

Through our journey so far, we have realized that nothing is impossible. The most important aspect of life is to start somewhere, and that is one of the best ways to achieve success and not be discouraged.

WEPBI has been training and sensitizing women on their rights in politics and leadership spaces, as well as economic empowerment. We aim to raise competent leaders, bring out the best in women and girls, and give a voice to the voiceless.

We acknowledge all who have partnered with us so far to make our vision of "an equitable society in which everyone enjoys their rights irrespective of gender, creed, and other affiliations" a reality. Especially ActionAid Nigeria through the WVL-N project sponsored by Global Affairs Canada, we say thank you.



**OGUADIMMA, IFEOMA JOY**  
FOUNDER/EXECUTIVE DIRECTOR WEPBI

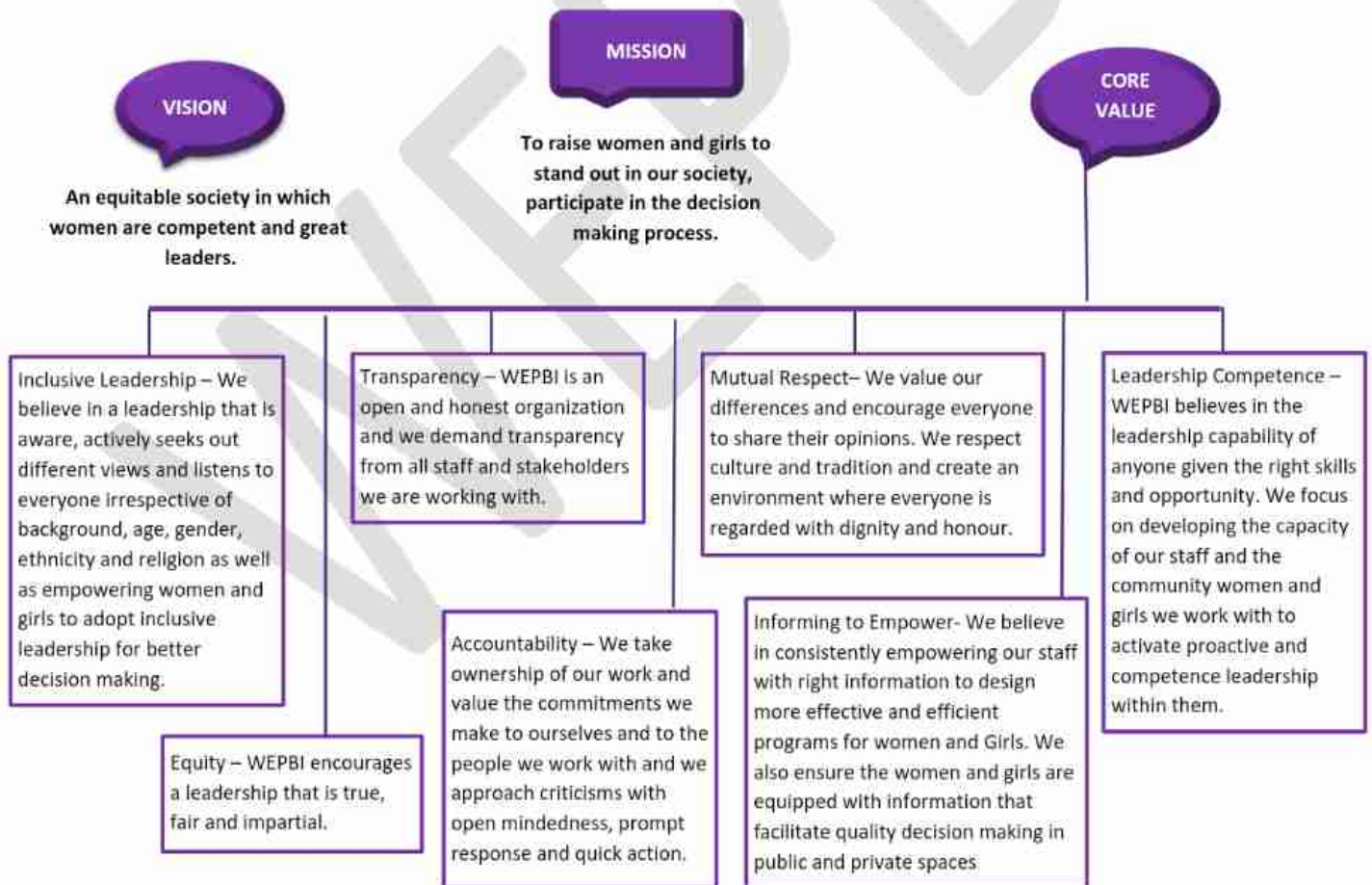
**WHO ARE WE?**

WEPBI is a non-profit organization, founded in October 2016. The organization was born out of immerse passion for serving humanity and a desire to facilitate sustainable development that is people oriented, with an active delivery of Humanitarian needs at the Local and Regional levels within Nigeria and a global focus.

At WEPBI, we prioritize mainstreaming the needs of minority groups, especially women and girls in terms of political governance inclusivity, gender rights, education for self-realization, economic empowerment towards reduction and eradication of poverty and promoting other desirable values, norms and commitment in advancing civil society initiatives, institutional building capacity and good governance which aims at achieving impactful changes in the society.


Women Empowerment Education and Peace Building Initiative are working to empower women and girls with leadership capacity, make them proactive and enable them contribute and sustain the development of the nation through good governance and quality leadership.

Our goal is to promote gender equality and empower our women which would translate to enrich and empower the society. We aim to achieve this through capacity building of women and girls on leadership; campaign on promoting the increase of women’s participation in politics and decision making; research and advocacy to stakeholders on increased inclusion of women in appointed and elected leadership positions.



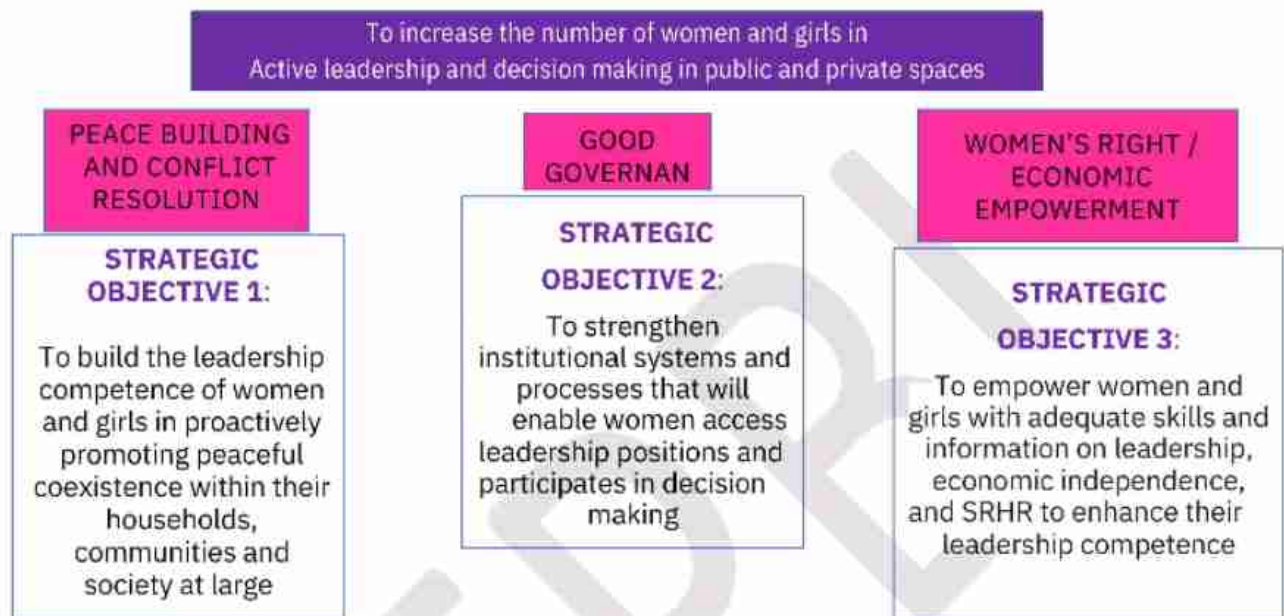
**DONORS**

WEPBI has over the years received funds from various channels to execute her Intervention programmes. These are from internally generated funds, donations from individuals, sponsorship by Governments, NGOs and donor agencies.

In this reporting year, our donors are: Internally generated funds; Donations from individuals; GLOBAL AFFAIRS CANADA , ACTIONAID Nig, PIND foundation

## ORGANISATION THEMATIC AREAS

WEPBI remains committed to leading women’s participation in decision making using the 3 key areas for strategic directions as our guide: Peace building and Conflict resolution, Governance, and Women’s Right / Economic empowerment.



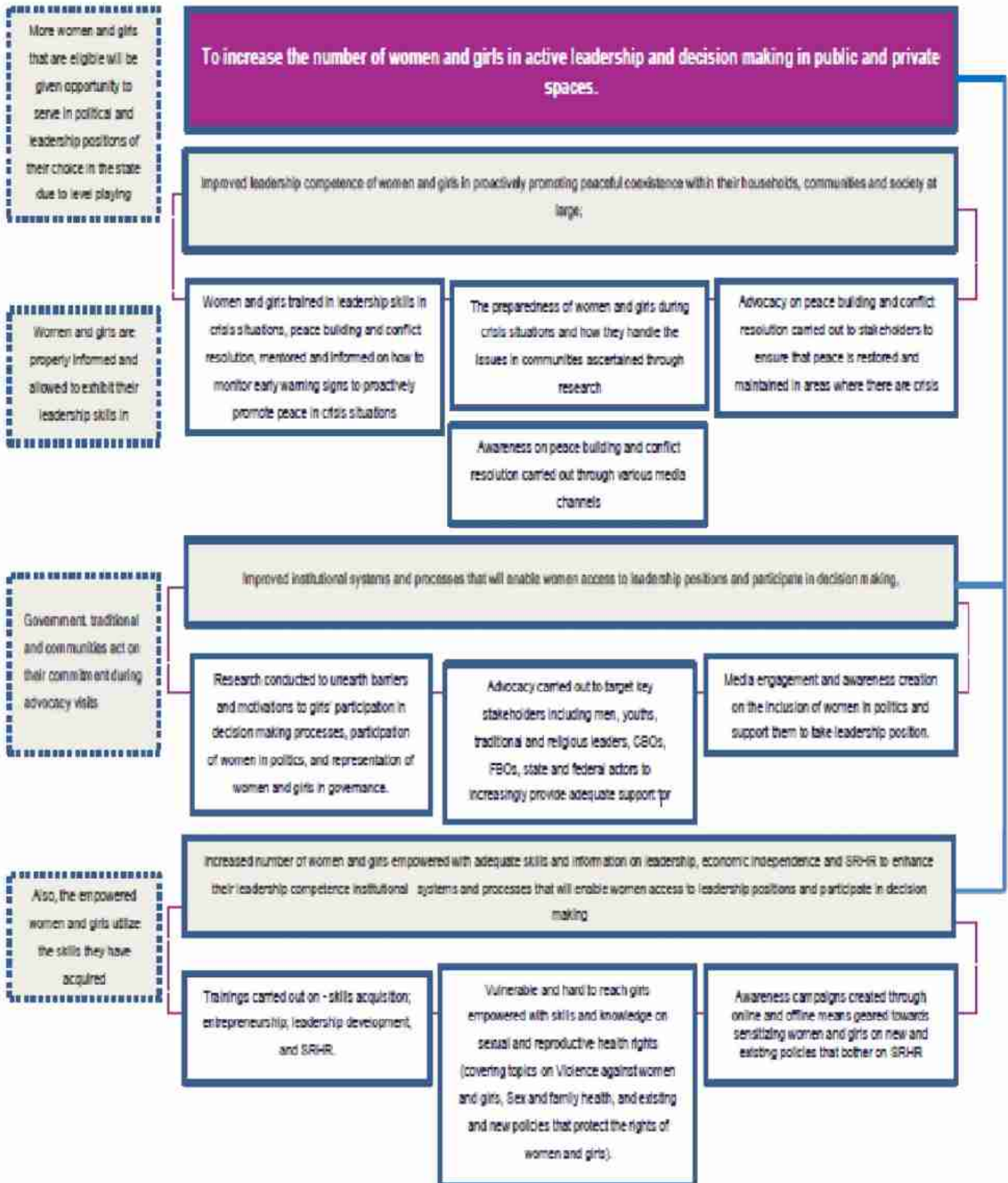
## OUR THEORY OF CHANGE

In spite of the United Nations and other international organizations advocacy and declaration of the rights and equality between men and women of which Nigeria is a signatory, results show that women still constitute a small percentage of those participating in decision making and leadership. This is majorly due to the dominant social norms (values, beliefs, attitudes, behaviors and practices) which support male dominance, condone and perpetuate unequal power relations between women and men, thereby undermining women’s social, political, health and economic rights.

WEPBI's Theory of Change describes our understanding that progress in women’s empowerment and gender equality requires changes at three levels: Peace Building and Conflict Resolution; Good Governance; and Women’s Rights / Economic Empowerment which seeks to provide women and girls with the technical and practical knowledge and skills while ensuring supportive environment that will empower them to take up leadership positions in any sphere of the society.

**Impact:** Increase in the number of women and girls with competence becoming leaders and decision makers in public and private spaces.

Our Strategic Plan



**Activities:** WEPBI's strategy is based on experience and lessons learned from the past 4 years, and include the following activities:



These are the seven cardinal programs on which WEPBI's activities are created which are based on the experiences and lessons learned from the past 4 years.

**Outputs:** These activities are expected to result in:

1. Research conducted to unearthed barriers and motivations to girl's participation in decision making processes, participation of women in politics, and representation of women and girls in governance.
2. Advocacy carried out to target key stakeholders including men, youth, traditional and religious leaders, CBOs, FBOs, state and federal actors to increasingly provide adequate support for women contesting for leadership positions.
3. Advocacy on peace building and conflict resolution carried out to stakeholders to ensure that peace is restored and maintained in areas where there are crisis situations and their preparedness.
4. Awareness on peace building and conflict resolution carried out through various media channels
5. Media engagement and awareness creation on the inclusion of women in politics and support
6. Trainings carried out on - skills acquisition; entrepreneurship; leadership development, and SRHR.
7. Vulnerable and hard to reach girls empowered with skills and knowledge on sexual and reproductive health rights (covering topics on Violence against women and girls, Sex and family health, and existing and new policies that protect the rights of women and girls.)
8. Awareness campaigns through online and offline means geared towards sensitizing women and girls on new and existing policies that bother on SRHR done.

**Outcomes:** This will contribute to the following outcomes: Improved leadership competence of women and girls in proactively promoting peaceful coexistence within their households, communities and society at



large; Improved institutional systems and processes that will enable women access to leadership positions and participate in decision-making, and Increased number of women and girls empowered with adequate skills and information on leadership, economic independence and SRHR to enhance their leadership competence

**Assumptions:**

- More women and girls that are eligible will be given opportunity to serve in political and leadership positions of their choice in the state due to equal participation for women in politics.
- Women with leadership interest are given slots by various political parties to vie for positions and appointed in leadership positions.
- Also, the empowered women and girls utilize the skills they have acquired.
- Women and girls are properly informed and allowed to exhibit their leadership skills in conflict situations
- Community capacity to participate in project is not compromised by other development initiatives within the community, natural disaster, and so on.

Proposed number of women and girls turn up for training and funds are available for the trainings and process.

**WEPBI AND THE WOMEN'S VOICE AND LEADERSHIP PROJECT**

WEPBI is presently carrying out a five-year Women's Voice and Leadership project which is sponsored by Global Affairs Canada (GAC) and ActionAid Nigeria (AAN). which aims at increasing the number of women and girls in active leadership, politics and decision making in public and private spaces' The project is targeted at four communities of Enugu state, cutting across the three senatorial districts. These communities are: Ndeaboh (Aninri L.G.A.), Amokwe (Udi L.G.A), Ikpamodo (Igbo Eze North L.G.A) and Eha Amufu (Isi- Uzo L.G.A.).

**WEPBI's WVL Project Objectives are:**

- To engage relevant stakeholders necessary for improving women participation in decision making process and leadership establishment.
- To increase enjoyment of human rights by women and girls and make for better advancement of gender equality in our society.
- Capacity building through training and sensitization of women and the general public to increase the participation of women in politics.

This links to our organizational strategic objectives and WVL Action Aid's goal in that, it drives at increasing the leadership competence of women and girls thereby increasing their access to leadership positions and participation in decision making. This ultimately will translate to their being able to enjoy their human rights and ensure the advancement of gender equality in Nigeria through their active participation in politics as a clear expression of their human rights.

## WEPBI's PROGRAMS FOR THE YEAR 2022

### POOL OF ACTIVITIES BY QUARTER

Through the Women's Voice and Leadership Project, WEPBI has been able to carry out the following activities:

#### QUARTER 1

##### MAY 2022

#### FOLLOW-UP ENGAGEMENT WITH TRADITIONAL RULERS ON WOMEN INCLUSION INTO LEADERSHIP

The One Day follow-up engagement with Traditional Leaders held on Thursday the 27th of May, 2022 at Predia Hotel Enugu. The program opened with the arrival of guests from 9: 30 AM - 10: 30AM. The aim of the engagement is to know the outcome of their previous engagement with WEPBI and the challenges regarding the inclusion of women as part of their cabinet members. Some of the major challenges outlined by the traditional leaders is the amendment of their constitution and approval while some of them are still at their selection stages due to the women are working and have not responded. The remaining are yet to fix a date for an official inauguration. For a follow up, we will either send letters or call or visit these traditional leaders to ensure proper arrangement selecting these women and inaugurating them as cabinet member are taken. Also further engagement will be organized with these women to ensure their compliance and full participation in the decision-making of their community.

#### PICTUREs from Activity





## CAPACITY BUILDING OF YOUNG ASPIRANTS ON FUND RAISING AND ELECTORAL CAMPAIGN MOBILIZATION

The training took place on the 10th of June 2022 at Predia Hotel, Enugu; kicked off with the arrival of participants from 9:00 AM - 10:30 AM. The training/WVL project aim at increasing women's participation in politics and leadership with objectives which to ensure that women with the right portfolios are included and made to actively participate in good governance with its successes; the training covered electoral campaign mobilization and fundraising strategies, how to access it and its impact in women's growth. The sections were interactive and the participant expressed their self through the questions and answer section. During a recorded interview most of them expressed their joy and how privileged to be part of training, giving their consent that, they will start implementing these strategies to build their own army. Visit our website for more insight. More training will be organized to build women's capacity on other sectors of politics and leadership.

### PICTURES of Activities



## Activity 2 - RADIO CALL- INS

The radio call in program which took place on the 15th and 17th of June 2022 at Energy Radio 105.5 FM started off at 8:30. The Radio presenter; Cheezy Charles, the host and guest speakers; Barr. Mrs. Anozie Nnenna, Oguadimma Ijeoma Joy and Ugochukwu Loveth. During a live radio program discussed "the roles of women in the election primaries and "women and 2023 election; how prepared? Respectively. The Program's aim is to create awareness on women's relevance, right and participation in political and leadership spaces.

### PICTURES of Activities (15<sup>th</sup> June 2022)



**Canada** **actionaid**

WOMEN EMPOWERMENT EDUCATION AND PEACE BUILDING INITIATIVE

**STAY TUNED AS**

**Presents**

**A ONE HOUR LIVE RADIO PROGRAM ON**

**THE ROLE OF WOMEN IN THE ELECTIONS PRIMARIES**

Date - 15th June 2022  
Venue - Energy fm 105.5  
Time - 9am

**HOST SPEAKER**  
OGUADIMMA IJEOMA JOY  
FOUNDER/EXECUTIVE DIRECTOR WEPBI

**GUEST SPEAKER**  
BARR. NNENNA ANOZIE

**RADIO PRESENTER**  
CHARLES CHEEZY

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- Email: info@wepbi.com



### PICTURES of Activities (17<sup>th</sup> June 2022)



**Canada** **actionaid**

WOMEN EMPOWERMENT EDUCATION AND PEACE BUILDING INITIATIVE

**Presents**

**AN HOUR LONG RADIO BROADCAST**

**ON**

**WOMEN AND 2023 ELECTION: HOW PREPARED?**

**TUNE IN**

**TO**

**ENERGY FM**

**105.5**

**TIME**

**8:30**

**Host Speaker**  
Oguadimma Ijeoma Joy  
CEO/Founder of WEPBI

**Guest Speaker**  
BARR. NNENNA ANOZIE

**Radio Speaker**  
Cheezy Charles

Sponsored by Global Affairs Canada  
Supported by ActionAid

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## Activity 3 - INAUGURATION OF WOMEN AS CABINET MEMBERS IN INYI AUTONOMOUS COMMUNITY ENUGU EZIKE, ENUGU STATE.

The event kicked off at 2:30pm on the 15th of June at Inyi Autonomous community Enugu Ezike, Igboeze L.G.A. Enugu State. HRH Igwe Hycnth Amaechi Inaugurated 7 women as part of his cabinet members officially certified although they have been in performance before the official inauguration. He said they have been of great performance and impact. The women expressed their gratitude to Actionaid Nigeria, Global Affairs Canada and WEPBI for the impact, sensitization and opportunity to be part of this project and its development in their community. Below is the link to these interviews for your review:

<https://www.youtube.com/watch?v=CdEPI9Gc5GE>

### PICTURES of Activities





**QUARTER 2**

**JULY 2022**

**CAPACITY BUILDING OF COMMUNITY WOMEN ON HELMS OF POLITICAL AFFAIRS.**

The one day training was held on the 19th, 20th and 21st of July at Ndeabor in Aniri Local Government area, Amokwe in Udi local governmentt area and Ikpamodo in Igboeze North Local Government to build the mental capacity of women on the helms of political affairs in the various WVL communities respectively with 11, 16 and 18 women present at the training. The aim of these training is to strengthen their leadership skill in politics and also encourage them to boost their participation in politics and leadership affairs. A recall of what politics is and how everyone has the democratic and equal right to be part of the political process. To also remind these women their potentials and the key they possess which is population to vote and be votes for. The women were able to list out their challenges includes sociocultural patriarchy, Discriminatory laws and gender blind polices in the community, lack of resources and finance, women supporting women, lack of internal democracy in most political parties, family issues from the husband, political violence, women's lackadaisical attitude and lack of political. These challenges were discussed on and solution/outcome were offered to help strengthen their participation in leadership process.







## TRAINING ON STRENGTHENING THE LEADERSHIP AND DECISION-MAKING CAPACITIES OF WOMEN IN TRADITIONAL COUNCIL

The training took place on the 19th of August, 2022 at Predia Hotel by 10am. The training was for the women that has been inaugurated into the traditional council to strengthen their capacity on leadership and decision-making skills. It was also to form a network between these women so they can share ideas to achieve a common goal. These women now share their opinions, ideas and also have great opportunities to oversee the affairs that affects women and girls and other sectors for their community development.

### PICTURES of Activities



SEPTEMBER 2022

## DOCUMENTARY ON WOMEN INCLUSION IN TRADITIONAL COUNCIL

This documentary production is to showcase and project our activities and success through the WVL project to other communities and the whole society at large. The documentary production took place on the 9th, 10th, 21st and 27th of September 2022 at different community areas in Enugu-Ezike, Igboeze L.G.A; Agbor Udi L.G.A; and Ndeaboh, Aniri L.G.A and other locations all in Enugu State. In Most communities in Enugu state are known for their consequent obnoxious and harmful traditional practices that hinders women from participating in leadership spaces or have a voice in decision-making even to the ones that affects them directly therefore we want to share our breakthrough through these medium to the society.

### PICTURES of Activities



## Activity 2 - INAUGURATION OF WOMEN AS CABINET MEMBERS

On the 10th of September, WEBPI recorded yet another tremendous success as Enugu traditional ruler HRH Igwe Chukwudi Ngwudile Agodom 111, Chinemeze 1 of Abor officially inaugurate 9 women to be part of his Igwe in council and seven (7) women as town hall executive at Abor Autonomous Community, Udi Local Government Area Enugu State. Through the advocacy visits, engagement, sensitization and peaceful dialogues with 16 traditional rulers, and also the training of these women on leadership processes we were able to harvest these success of women been selected and incorporated as traditional council members in various communities.

### PICTURES of Activities

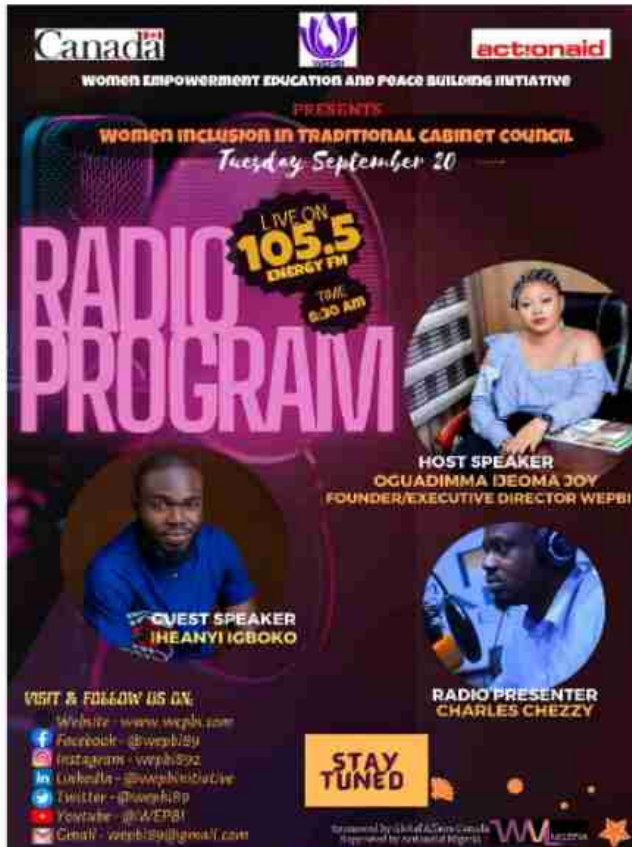


## Activity 3 - LIVE RADIO PROGRAM AND CALL-INS

The Live radio program and call-ins was held on the 20th of September 2022 at Energy 105.5 FM started, the program was aired by 8:30am to 10am. The Radio presenter; Cheezy Charles with the host and guest speakers David Abuguja and Ugochukwu Loveth as the host speaker and Mr. Theanyi Igboko Anozie as the

guest speaker. The topics of the program was "Women inclusion in Traditional Council". The aim of the program is to create awareness of women's inclusion in traditional leadership system regardless of the biased traditional customs or norms.

### PICTURES of Activities



The poster features the following text and graphics:

- Logos for Canada, WEPBI, and actionaid.
- Text: "WOMEN EMPOWERMENT EDUCATION AND PEACE BUILDING INITIATIVE PRESENTS WOMEN INCLUSION IN TRADITIONAL CABINET COUNCIL Tuesday, September 20"
- Microphone graphic with "LIVE ON 105.5 ENERGY FM 10/6 6:30 AM"
- Large text: "RADIO PROGRAM"
- Host Speaker: OGUADIMMA IJEOMA JOY, FOUNDER/EXECUTIVE DIRECTOR WEPBI (with photo)
- Guest Speaker: IHEANYI IGBOKO (with photo)
- Radio Presenter: CHARLES CHEZZY (with photo)
- Social media links: Website, Facebook, Instagram, LinkedIn, Twitter, YouTube, Gmail.
- Buttons: "STAY TUNED" and "WEPBI" logo.



### October 2022

#### INAUGURATION OF WOMEN INTO TRADITIONAL COUNCIL

HRH Igwe G.A. Agbedo of Amachalla officially inaugurated 7 women into his cabinet at Amachalla autonomous community, Enugu-Ezike, Igboeze North L.G.A. on the 19th of October 2022 by awarding them their certificate of chieftaincy. These has created more awareness for women inclusion in decision-making and leadership process. HRH Igwe G.A. Agbedo welcomed and appreciated WEPBI for their efforts. All the

engagement and sensitization done for women to be part of decision making over the 3years of this project is finally paying off, in most of the communities we are working and we wish to extend our reach and make a policy in Enugu state, and if possible to other state for sustainability.

Mrs Eya Sarah who is one of the beneficiaries expressed her joy, I never expected this cos it has always been a fight for women to be heard in our community, I'm really over joyed with what happening today and I pray it remains like this. It has not been easy for us but with this I'm sure there are some changes that will made for women to feel among the decision making of our community she said.

### PICTURES of Activities





Activity 2 - INTERNATIONAL DAY OF THE GIRL CHILD

In commemoration of the International Day of the Girl Child WEPBI celebrated hers with over 80 young girls of Trans-Ekulu Girls Secondary School, Enugu on the 25th of October. In line with the 2022 celebration theme, "Our Time Is Now - Our Rights, Our Future." The International Day of the Girl Child focuses attention on the need to address the challenges girls face and promote girls' empowerment and fulfilment

of their rights. It was aimed to shine light on injustices and the many challenges girls still face in our society. The students were taught self- development and creativity on ways to discover their passion and dream and how to develop/build it to become valuable and exceptional in the society. They were also encouraged to develop a positive mind set to create great opportunity for themselves, but first they have to know their purpose in life and pursuit it to become great leaders and overcomers. The students asked question like how they can discover their potentials and best ways to handle difficulties during their quest. They facilitator gave them a breakdown of steps to follow to achieve their goal but first they need to make the decision and be consistent with it and finally she also offered to mentor them if needed.

### PICTURES of Activities







Activity 3 - INTERNATIONAL DAY OF RURAL WOMEN

Despite the obvious that the female population is higher than the mens' across societies and within developing societies such as Nigeria, the plight of the rural women over the years has always remained unnoticed, even when they are the hidden food basket of the nation yet they are less appreciated. The patriarchy and other repressive cultural tendencies has kept these women in the shadows and to celebrate them, UN and FAO commemorated the International day for rural women to celebrate this women in all part of the world and with the year's theme - The Role of Women in Agricultural and Rural Development, WEPBI marked hers with the women of Ikpamodo community, in Igbo-Eze North Local Government on the 27th of October, 2022. She took the initiative not just to celebrate the day but to utilize it and make an impact by sensitizing and building the capacity of these women on agricultural developments and Interestingly, these women became aware of certain agricultural opportunities unexploited within their community such as cultivation of cucumbers which actually their soil is fertile for, opportunities within forming faming cooperatives that will give them visibility and attract funding which is acknowledged as their primary challenge. Also, opportunities in livestock rearing was intimated to the women. The training was initiated to expose them to opportunities that's embedded in agriculture. The women identified ideas that will work perfectly in their community, stating that though they are already rearing livestock, WEPBI has exposed them to the fact that it could be improved upon thereby making it more lucrative. They also promised to try out other aspects of agriculture and evaluate the outcome. These women might in no distance time transform their community into one of the food hubs of the State as they have prerequisite enthusiasm, zeal, and passion to perform effectively.

PICTURES of Activities





November 2022

### ONE DAY ENGAGEMENT WITH FBOS ON WOMEN PARTICIPATION AND INCLUSION IN LEADERSHIP

The one day engagement with faith based organization was held on the 29th of November 2022, at Predia hotel Enugu. In attendance were 20 participants 11 female and 9 male respectively, this engagement was held to reflect the research findings of religion being a factor that militates women's active participation in politics and leadership. During the engagement we initiated a group work on what the current position of the church is, on women participation in politics and leadership?

And the following were harvested during the process: the church is more interested in good governance irrespective of gender, we have accepted and ready to support the participation of women in leadership and politics, according Mrs Gloria Chiawa of Enugu states chapters Administration of Pastor's Wives Welfare, she said the church has really helped women through sensitization and encouragement for women to participate in leadership and politics, by giving them leadership position in church and also initiative a positive understanding that politics is not a sin like many of them assume. Adding to that, women need training and retraining for them to be more informed and start participating. The church doesn't restrict women from participating in politics but there is need to express encouragement to motivate them. Although, Enugu is predominantly Christians, and the church has not raised any eyebrow to the fact that currently none of the major political parties has a woman as their flag bearer (to the best of their knowledge). Most affirmed that women are being carried along in most leadership sphere especially from the church and also are not hindered from participating in politics but all they are emphasising on is, women shouldn't let politics and leadership affect their roles in the family. Others talked about redefining man, advocacies/awareness on inequality and equity, creating more he for she programs and project where the men are at the hems, more media/grassroots political programmes mostly on women participation, holding moral teaching in families and school, personal reorientation of ideas against women participation in politics, changing women's ideology that a woman's career ends in a man's house, women need to be educated, mentored and sponsored on the relevance of active participation to bring out the best in them regardless of societal and traditional norms and also learn how to support each other. They also pledged to monitor their progress through phone calls, interval visits, attendance, during meetings, asking questions and monitoring them in their different posts to access progress, they all said.



**IN COMMEMORATION OF THE 16 DAYS OF ACTIVISM**

In commemoration of the 16 days ACTIVISM, WEPBI with support from Foundation for Partnership Initiative in the Niger Delta, had a consultative meeting with relevant stake holders of ogbenneisii community, Ahiazu Mbase Local Government Area, Imo State. The event which was held today 26th November 2022 was aimed at sensitization, presentation of results and seeking proper intervention to reduce femicide and gender based violence in the locality.

**ONE DAY CAPACITY BUILDING AWARENESS SENSITIZATION ON FEMICIDE AND GENDER BASED VIOLENCE.**

In commemoration of the 16 days of activism WEPBI on the 9th of December 2022, held a one day engagement capacity building /awareness sensitization on femicide and gender based vioence at Ogbennesii Community Ahiazu Mbase Local Government Area, Imo state. The event was themed UNITED EEFORT TOWARDS ENDING FEMICIDE IN THE NIGER DELTA.

The participants were sensitized on how to elimanate bad norms and increase their Confidence to out when their rights are violated and to ensure that the culprits will not go unpunished. THE FIGHT AGAINST FEMICIDE IS A FIGHT FOR ALL!!

**PICTURES of Activities**



## INAUGURATION OF WOMEN INTO TRADITIONAL COUNCIL

On the 30th of November 2022, WEPBI went to Igboeze North Local Government Area of Enugu state where she officially inaugurated 13 women into the traditional ruler's council in two communities, 6 in Onisha Enugu Ezike and 7 in Ikpamodo Autonomous community. These brings the number to a total of 31 women in igboeze North Local Government of Enugu State and still anticipating for more. The aim of this is to create more awareness of women inclusion in decision-making and leadership spaces and to extend to other local government of Enugu State entirely through making a policy that confers all traditional rulers to have women in their council, that way we can have a strong grassroots foundation of women participation in the community level. Research as shown that most of the votes and political campaign are done at the community level and if women dominates the voice of their people and are able to serve and represents them well at the community level then a transformation of leadership is assured. All the engagement and sensitization done for women to be part of decision making over the 3years of this project is finally paying off, in most of the communities we are working and we wish to extend our reach and make a policy in Enugu state, and if possible to other state for sustainability. It has been a great experience for WEPBI and we are so excited to carry these women to the lime light

## PICTURES of Activities





Ikpamodo Autonomus Community





**December 2022**

**2-DAY LEADERSHIP AND CHANGE MANAGEMENT TRAINING FOR CBOS IN ENUGU STATE.**

On the 6th and 7th December 2022 WEPBI in collaboration with WACOL (women aid collectives) organized a leadership and change management training for WVL CBOs at Predia hotel Enugu to Improve management and sustainability of local women’s rights organizations in Nigeria, to Improve effectiveness of LWROs to deliver programs and advocate for women’s rights, by using innovative approaches and to Increase effectiveness of local women’s rights platforms, movements, and networks to influence policy, legislation, social beliefs, and practices in favour of gender equality and innovative approaches. The aims and objective of the training is to further build the CBOs capacities on improved knowledge and skills of Organizational Leadership, to also build their capacities on how to manage change efficiently and effectively within their organizations in line with a constantly changing environment, to provide technical guidance for them to develop a Change Management Plan and other strategic plan that will help develop their organization and

address leadership skills gaps, boost the collaboration and networking opportunities as well as the exchange of practices among the CBOs which by the end of the training they will be able to apply the knowledge and skills acquired to improve staff & organizational management in their overall organizational direction and also be more mentally empowered with better strategies for managing their organization and key stakeholders.

Day 1 of the training after introduction of participants, a presentation on introduction of WVLP-project and the roles of both CSOs and CBOs which was presented to give the CBOs an insight on what WVLP-project is all about and what is expected of them as civil society and community based organization to ensure the project goal is achieved, the need to develop a strategic plan or an operational plan that will carry their objectives and activity planning template which will help monitor their implementation of activities and field work. It will also help the keep track of what they want to achieve as an organization within a space of months or years and also track their progress, to know what has been done right, what has not and the best approach to achieve their goals. The next presentation covered what is leadership, strategic leadership which spans through the ability to define a strategic vision for the organization/unit which will influence and motivate employees to implement organizational change and imbibe the vision towards strategic productivity and performance, the ability to create an environment where every employee sees their job aligning to organizational goals and objectives. Tea break was observed, The second section of the presentation covered traits of a strategic leadership, management vs leadership characteristics and impacts, followed by emotional intelligence on the ability of a leader to identify and manage their emotions, as well as other people's emotions by Niri Goyit. An hour break was taken for lunch before the last phase of the training anchored by Mrs Miriam Menkiti on Leadership and power. It covered the definition of power as an ability to influence others, the 7 bases of power and how to manage generational diversity, equity and inclusion in the workplace, to ensure equal representation and participation of different individual groups, with psychological and non-psychological, demographic and physical attributes to co-exist as a team in an organization, the section ended by 6:30pm with a closing formalities and reflection.

Day 2 started with a recap from day 1's presentations, afterwards the benefits and challenges of multi-generational workforce was discussed upon and the best strategies to managing the diversity; which can be achieved by providing diversity training for all employees, adopting a blend of communication style or channels, discussing work conditions and culture, providing flexible benefits that reflects each generational need and document it in the organizational policy, including older generation's knowledge in training which will serve as an avenue for them to pass down their knowledge and expertise. A 45mins break for tea was taken followed by a presentation on change management by Mrs Miriam Menkiti, these covered how an organization can adopt different approaches to transit from the drivers of change which can be a social, technology, environmental, economic or political change by adapting, creating and implementing new roles, processes, tools, and systems which will respond to the rapidly changing operating environment, the



stakeholders demands, increase employee performance, and improve overall organizational effectiveness, performance and efficiency, organizational culture as certain structures, strategies, policies, rules and shared values that is established to guide one's/employees behaviour, attitude, communication and response in a work environment/organization. Lunch break was observed for an hour, then a little exercise was conducted by Prince Egba before Mrs. Miriam Menkiti commenced the last phase of the lecture which was on succession planning, it covered what is succession plan, which is the conscious act/effort of CEOs to identify, train, coach and deliberately delegate to empower a new line of competent person/employee with the key skills, attributes and knowledge to succeed the leadership position within an organization towards achieving the organizational goals which can neither be formal or informal, the process of creating a succession plan, and its importance in an organization. The training was brought to an official closing after a heads up warning for them to ensure they pass down the knowledge they acquired from the training to their various colleagues in their organizations and also they should ensure to submit their reports and retire their finance when due to avoid delay of budget sending and fund disbursement. Group pictures were taken with other closing formalities observed.

The challenges and what the project has done differently in their various community and organization were harvested. The things done right includes:

- Increase level of impact
- Training on computer software usage and operating
- Increased awareness of CBOs existence in their various communities and what they do as an organization.
- Procurement of office equipment such as computer, generator, public address system, laptop, table and chairs etc.
- Capacity building training on self-development and that of their organizational growth to create impact in their communities and also work in the digital era.
- Most of the women in the communities now has understood the impact of education and self-empowerment although they still face the challenges of finance.

The things not done right:

- The late approval of concept notes and budgets which leads to late disbursement of funds AAN and are pressured to retire within a little space of time by LWROs, this has been so from inception.
- The small budget allocation has really affected our activity implementation and reach to other communities nearby.
- Some of the CBOs has not started their ICT training despite been paid for, for over a month now.











**Activity 2 - ONE DAY ENGAGEMENT WITH CSOs TO PARTNER AND INCREASE WOMEN'S RIGHTS AND PARTICIPATION IN LEADERSHIP AND POLITICS**

The engagement of the Civil Society Organizations was held on the 8th of December, 2022 at Predia hotel with 16 participants in attendance with 10 female and 6 males respectively. The engagement which was aimed at increasing the participation and inclusion of more women in other communities in Enugu state. After the opening remark, some of the challenges women face during election, the ratio of women to men in the current

election, the segregation of women and the patriarchal nature of electoral process both in the local and state setting were highlighted and call for action which is the more reason why the we want to know what can be done and how we can come together as civil society organization using our diverse resources to achieve a common goal of increasing women's right and participation in decision-makings that affects their rights and livelihood. A group work was conducted to know other barriers why women are not actively participating in leadership positions and how they the CSOs can partner with WEPBI to contribute to the increase of women's right and participation in leadership/politics. Afterwards they were asked to help WEPBI change the narratives because most of these women needs mental empowerment, for their mode of thinking and their believe that women are not meant to vie for leadership position nor be part of decision making needs to be set right. They were also reminded they will be held accountable for their pledge to create more awareness and expand our reach in their various communities.

### PICTURES of Activities





**January 2023**

**TRAINING ON EARLY WARNING SYSTEMS TO REDUCE COMMUNITY VULNERABILITY AND IMPROVE PREPAREDNESS IN ADDRESSING SECURITY.**

The training was held on the 25th, 26th and 27th of January 2023 at Ndeagbor in Aniri L.G.A, Ikpamodo in Igboeze North L.G.A and Amokwe in Udi L.G.A, with a total of 15 women respectively at each venue.

The term insecurity is seen from different perspective, it's seen as the state of being insecure: such as having feeling of anxiety, fear, or self-doubt; it's also seen as the lack of safety or protection by the system; lack of dependability or certainty. Insecurity in Nigeria is a recurring phenomenon that threatens the well-being of its citizens. The situation remains challenging therefore there's a need for proper intervention from every sector to ensure safety. Identification of causes and approaches that can be adopted at the community level to reduce insecurity and put in on check. Some of highlighted factors includes the follows: low self-esteem, negative thinking, bullying, negative experiences, social exclusion, lack of self-confidence, unemployment, lack of adequate resources, fear, compromises/corrupt stakeholder/security agencies, family upbringing, neglect, responsive to environmental change, Traumatic experiences, and Unhealthy relationships and communication patterns. Approaches to combat and reduce insecurity in the community includes: Non-formal social sanction, Formal social sanction, Being Aware of your environment (See



something and say something), To increase the presence of law enforcement in the community, Good communication between community members and public safety agencies, Implementing community-based policing program, Creating a community lead initiative that will focus on building trust, understanding, sharing ideas, experience and support, Providing community programs and services that offer education, Job training, Effective communication between community members and public safety, mental health support, etc. Finally, creating a safe space for community members to come together and build relationships can foster a sense of safety and security. Most cases are been reported of abuse and insecurity without proper action taken rather, it leaves the reporter at a vulnerable state cribbed with fear and intimidation which will entirely discourage others from doing the right thing or reporting when they come across such acts. Therefore, there's need to find a strategic means of reporting vital information on anonymous for safety and justice.

### PICTURES of Activities





**February 2023**

**THE QUEENS SUMMIT - YOUNG WOMEN BECOMING UNSTOPPABLE ENTREPRENEURS AND LEADERS**

The one-day summit was held on the 10th of February 2023, at Predia Hotel with 30 young vibrant female entrepreneur and leaders in Enugu state in attendance. The theme for the year was "Young Women Becoming Unstoppable Entrepreneur and leaders". This is aimed at providing a platform that allows these young girls to build their capacity, share ideas, inspire each other, network, share experiences, successes, challenges, and collaborate on solutions facing women in their workplace. This summit provides an opportunity for attendees to grow together and drive progress for the next generation. It's a chance to build lasting connections and make a positive impact. On this year summit, we trained them majorly on unleashing the woman in them, rediscover their potential, grow their business and to ensure an actualization of total re-orientation especially in the minds of young vibrant women, thereby increasing women capacity to emerge as society builders which they are. They were thought the following: Five (5) qualities that make 'the woman' extraordinary, what makes a woman indispensable and how she can be an expression, guides for 'the woman' who considers herself as 'the missing link', The woman - an agent of positive change and ways to embrace change, Qualities of excellence to strive for, Pertinent Questions asked, What is potential and why does it need unleashing?, What does it mean to unleash your potential?, What does it mean to give your full potential?, If you want to Unleash Your Potential the Do's?, Tips to help you Unleash Your Potential and How to manage a business.

**PICTURES of Activity**







**March 2023**

### **THE INTERNATIONAL WOMEN'S DAY - EMBRACE EQUITY - DIGITALL**

In Commemoration of the international Women's Day WEPBI celebrates with women in the rural areas on their achievement towards gender equality, equity and empowerment. The Women Empowerment education and Peace Building Initiative (WEPBI) celebrated her International Women's Day on the 8th of March 2023, on the theme "Embrace Equity - Digit-All - Challenges and Prospects: Interrogating Women's Inclusivity in Digital Space with the women of Ikpamodo, Enugu-Ezike Igboeze L.G.A, Enugu state. The aim is to introduce technology and to ensure that the gap of gender equality is been propagated in the lives of women especially those in the rural area. There is need for this trend to have a swift shift and for women and young girls to start embracing technology even in little ways with their hand cell phones. Through the use of Smart Gadgets and Internet, Technology has successfully transformed education, businesses, banking, healthcare, entertainment, politics and good governance. They were sensitized on the following: Introduction to what is technology, the state and art of women's participation in the technology, the challenges interrogating women's inclusivity in the world of technology, Solutions/expectations to digital inclusion. They testified that since WEPBI/ActionAid, Global Affairs Canada came into Igbo-Eze North Local Government Area in the year 2021, their women have been growing from strength to strength, through the untiring effort of WEPBI, Enugu State chapter. In such a short time, we have been able to get our women to participate in deliberations in the Igwe's cabinet to respect the voice of women. Ninety-three (93) women are now members of cabinet in different Autonomous Communities across Igbo Eze North Local Government Area. Thank you, ActionAid and Global Affairs Canada, for this land mark achievement, the first of its kind in recent history. We have also trained twenty-five (25) female youths in cosmetology (Homemade product) to engage them in productive activities to help themselves. We have registered our organization, "OTU

OGANIRU WEPBI", in the Local Government and issued a certificate. Apart from the above mentioned,, we have organized various training programs on issues like women participation in leadership, Agriculture, security, female youth hygiene, women's rights in the society, to mention but a few. Our agricultural programme, in particular, has been very successful. Today, our women engage in agricultural productions which they market to support their families and society. These products include: Okpee Enugu Ezike, Powdered Ede, Palm Oil, Garri and Abacha. Powdered Cassava, Pure Palm Kernel Oil known as PK Oil, and Livestock Production.

However, we are producing all these in very low scale due to insufficient funds. Our women, especially the youths among them can do more with more resources available to them. Women are the backbone of the society. When women are productive, society is the better for it. Our struggle to uplift women in our society is a task for everybody, even though we have made some progress, we can do much more with more support, both financially and otherwise. We welcome donations in any form to support our projects.

### PICTUREs from Activity







### Activity 2 - LIVE RADIO PROGRAM CALL-IN

The radio call in program which took place on the 17th of March 2023 at Energy FM started at 8:30am with the introduction of speakers. Talking on the show was Barr. Nnenna Anoozie, Ogechi Ewoh and Loveth Ugochukwu. We discussed on women and outcome of the 2023 election. The aim of the program is to analyze the 2023 general election with apt focus on women participation and inclusion in the whole electoral processes, disenfranchisement and marginalization. Treated questions during the live radio program includes the following: An overview of the 2023 election, what are the consequences of women not being part of the political system? Do you think Culture is a barrier to women's participation in politics? Did political parties play a role in the marginalization of women's participation in politics? Why is the number of women not profound? What is the big wave to change the status quo for women?

The call-ins

- o the first caller Chidi from Awka said he supports women but they should know their limit and stay in their lane without stepping on the men's toes. Women should as well stop seeing men as their problem and focus on producing competent women.
- o the next was Kizito from Enugu state, also supported the notion of women vying for position, he added that doesn't the idea of 50 -50 level of governance that women are subordinates and should remain so.
- o Justice supports women but complained about women not supporting their selves, which is why they are not been elected, he used the primaries as an example were there are women yet the women vying still don't stand a chance.

o Madam Odazie - women in politics in Nigeria are going through a lot such as patriarchy, blackmailing, etc. she further encouraged men out there to allow their wives and sisters participate and give them the support they need, if a woman can take up professional positions why can't they be part of political participation.

### PICTUREs from Activity



FLYER





## ONE GIRL ONE PAD PROJECT

The issue of poor menstrual hygiene is one that have not been given the needed attention, many young girls and women, especially those in the rural areas are mostly the worst hit and this is caused by lack of education, persisting taboos, stigma, limited access to hygienic menstrual products and poor sanitation.

WEPBI through it's One girl one pad project, visited Community Secondary School Obeagu Awkunanaw, in Enugu South Local Government Area of Enugu State, in commemoration of world menstrual hygiene day, to educate the students on the need to ensure good menstrual hygiene before, during and after periods.

The ONE GIRL ONE PAD PROJECT which is a brain child of Women Empowerment Education and Peace Building Initiative(WEPBI) was borne out of the organization's passion to ensure that young women especially those in the rural areas have access to good menstrual hygiene.By getting involved, you can create a world where every girl and woman can access the resources and knowledge they, in ensuring that they manage their menstruation safely and with dignity.

The ONE GIRL ONE PAD PROJECT which is a brain child of Women Empowerment Education and Peace Building Initiative(WEPBI) was borne out of the organization's passion to ensure that young women especially those in the rural areas have access to good menstrual hygiene.

SUPPORT WEPBI's ONE GIRL ONE PAD PROJECT!!

## PICTUREs from Activity



**Output from WEPBI's WVL Stream of Activities:** The activities already highlighted above have resulted in: An increased awakening of women, this awakening is not just limited to women. Men are also beginning to understand the importance of women's voices in leadership. The organization's advocacy for increased women's participation in decision-making spaces has led to an increased awareness among women of the importance of their role in the political process. This has resulted in more women becoming interested in running for office and participating in political activities. On the hand, the organization's work has also helped to raise awareness among men of the importance of women's participation in good decision-making. The organization also has taken a number of steps to achieve their goals by conducting meetings with relevant stakeholders, providing training and resources to women, and advocating for policies that support women's participation in Leadership and decision-making spaces.

In the last quarter of Year 4, we conducted meetings with relevant stakeholders to identify strategies for achieving our objective and increase women's participation not just in politics but in decision-making spaces. Their suggestions will form the basis and guide for the organization's project implementation in the coming year, which begins in April 2023 in other to sustain our outcomes so far. We are confident that our efforts will help to create a more equitable and inclusive political landscape in Enugu state. With the support of women and men alike, we can make a difference in the lives of all citizens.

## SUCCESS STORIES

Some of the notable successes WEPBI achieved for the reporting year are listed below:

- Started a 5-Year Global Affairs Canada funded Women's Voice and Leadership-Nigeria project by ActionAid Nigeria with a research on Factors Militating Against Women's Participation in Politics in Enugu state in February 2020.
- Online Paper publication of our research findings on the factors that militate against women participation in politics in Enugu state on the Open Political Science Journal accepted November 24, 2020.
- Launched the Women Leadership Academy in November 2020.
- Started our monthly Newsletter publication in August 2020 last year and was well acknowledged by Global Affairs Canada. We were also asked to be featured by them in October 2020.
- Created a Google search page through Google my Business, and YouTube Channel. We have also expanded the audience reach on our LinkedIn from 300 connections to 12,897 connections as at December 2022 and still going, and also our website which people visit. We also Lunched WEPBI Media on August 2022, this has helped to improve our visibility to the public as well as our audience reach.
- Held our yearly out door program- Dinner for Young Leaders and Entrepreneurs
- Our story was featured on page 36 on the e-book titled "On the Frontlines: Defending Human Rights in the Time of Covid-19" published by UN Human Rights Office of the High Commission. December, 2020.
- Inclusion of 96 women in Igwe's cabinet as at 2022, in 14 communities at Udi, Aniri and Igbo-eze North L.G.A of Enugu state under the WVL project.
- Got commitment from members of ESHA and Traditional Leaders to promote increased women inclusion in Enugu
- WEPBI published her first book, on leadership space at Lambert publisher's academy Europe.
- 130 young girls have successfully graduate from women leadership academy.
- Lunching of WEPBI Magazine Titled "THE WOMAN" on November 2022

- The formation of 3 financial cooperative association in the 3 WVL-project communities for project sustainability and empowerment for women.
- Managing and training of 6 CBOs (Community based Organization) from June 2022 under the WVL Project.

### General Outcomes

The overall outcomes of WEPBI's general activities are:

- Improved leadership competence of women and girls in proactively promoting peaceful coexistence within their households, communities, and society at large. This means that women and girls will be better equipped to lead and participate in efforts to build peace and understanding in their communities.
- Improved institutional systems and processes that will give women access to leadership positions and participate in decision-making. This means that women will have more opportunities to hold leadership positions and make decisions that affect their lives and the lives of their communities.
- Increased number of women and girls empowered with adequate skills and information on leadership, economic independence, and sexual and reproductive health and rights (SRHR). This means that women and girls will have the knowledge and skills they need to be leaders in their communities and to make informed decisions about their own lives

### INSTITUTIONAL CHANGES AND IMPROVEMENTS

#### Institutional Changes:

Organization's Policies: WEPBI has been able to outline the recommended policies which serves as a guide to our organization's operations and well cleared job description for every staff.

The following administrative changes occurred:

Resumption of new Staff of WEPBI; the Programs Officer resumed duty on February 2022, Financial Officer was on March 2022, and the M&E/Communications Officer was on November, 2022.

#### Improvements:

WEPBI through her partnership with ActionAid Nigeria received the following capacity building technical support which led to the improvement of staff performance and the organization at large:

- The Programs Officer and the Finance officer attended the Annual Planning Meeting for LWROs by Action Aid Nigeria Held at Bon Hotel Enugu from April 2023
- All WEPBI staff and CBOs attended a 3-days capacity building on leadership and change management, with introduction to WVL-project and the roles of both CSOs and CBOs on the project.
- The M&E/Communications Officer attended an online training on success story harvesting.

## ACRONYMS/ABBREVIATIONS

- AAN - Action Aid Nigeria
- CAC - Corporate Affairs Commission
- CBOs - Community Based Organizations
- CSOs - Civil Society Organizations
- ESHA - Enugu State House of Assembly
- ENSIEC - Enugu State Independent Electoral Commission
- FBOs - Faith Based Organizations
- FGD - Focus Group Discussion
- FIDA - International Federation of Women Lawyers
- FRCN - Federal Radio Corporation of Nigeria
- GAC - Global Affairs Canada
- GBV - Gender Based Violence
- INEC - Independent Electoral Commission
- IWD - International Women's Day Celebration
- LGA - Local Government Area
- LWROs - Local Women Rights Organizations
- M&E - Monitoring and Evaluation
- MOU - Memorandum of Understanding
- NGO - Non-Governmental Organization
- SGBV - Sexual and Gender-Based Violence
- SRHR - Sexual Reproductive and Health Right
- UN - United Nations
- UNFPA - United Nations Fund for Population Activities (United Nations Population Fund)
- VAWG - Violence Against Women and Girls
- WEPBI - Women Empowerment Education and Peace Building Initiative
- WLA - Women Leadership Academy
- WVL - Women's Voice and Leadership

*Social media matrix pictures, links to media reports, posts on social media and Communications link (FB, Twitter, Instagram or newspaper publications). etc. All videos and pictures of activities can be found on our social media handles*

LinkedIn - <https://www.linkedin.com/in/wepbi-initiative-8224001b3/recent-activity/>

Facebook - <https://web.facebook.com/wepbi89>

Twitter - <https://twitter.com/wepbi89>

YouTube - <https://youtu.be/tlJMQHW22oY>

Website - <https://wepbi.com/en/>

Media site - <https://wepbi.com/en/media/>