BREAKING GENDER BIAS

GENDER JUSTICE COMMUNITY OF PRACTICE WORKSHOP REPORT

19-20 JUNE 2023

**DENIS HOTELS, ABUJA
FEDERAL CAPITAL TERRITORY**

CONTENTS

ACRONYMS & ABBREVIATIONS

S/N	ACRONYM	MEANING
1	ACHA	African Caribbean Heritage Africa
2	CAPIO	Carmelite Prisoner's Interest Organization
3	CoP	Community of Practice
4	WOWICAN	Women Wing of Christian Association of Nigeria
5	FCT	Federal Capital Territory
6	SGBVRT	Sexual and Gender-Based Violence Response Team
7	CODE	Connected Development
8	CSO	Civil Society Organization
9	DDF	Dew Drop Foundation
10	DSVRT	Domestic and Sexual Violence Response Team
11	FBO	Faith-based Organization
12	FEC	Federal Executive Council
13	FGN	Federal Government of Nigeria
14	FMWA	Federal Ministry of Women Affairs
15	FIDA	"Federación Internacional dé Abogadas"
16	FMOH	Federal Ministry of Health
17	FOMWAN	Federation of Muslim Women Associations in Nigeria
18	IDP	Internally Displaced Persons
19	K&TRC	Kids and Teens Resource Centre
20	FRCN	Federal Radio Corporation of Nigeria

S/N	ACRONYM	MEANING
21	LEADIN Africa	Leadership Empowerment and Development Innovation Initiative Africa
22	MAMA Centre	Mothers And Marginalized Advocacy Centre
23	MDF	Motherhen Development Foundation
24	WOWICAN	Women Wing of Christian Association of Nigeria
25	NAN	News Agency of Nigeria
26	JONAPWD	Joint National Association of Persons with Disabilities
27	NAYA	Novel Association for Youth Advocacy
28	NGO	Non-Governmental Organization
29	SGBV	Sexual and Gender-based Violence
30	NINE	Network of Incubators and Innovators in Nigeria
31	PWD	Persons With Disabilities
32	GBV	Gender-based Violence
33	NAPTIP	National Agency for the Prohibition of Trafficking in Persons
34	NOA	National Orientation Agency
35	CAPRIGHTS	Centre for African Policy and Rights
36	NSCDC	Nigeria Security and Civil Defense Corps

COP SUPPORTED BY

COP MEMBER ORGANIZATIONS

EXECUTIVE SUMMARY

The Community of Practice for Gender Justice is a coalition of Voice[1] Grantee partners and other Non-Governmental Organizations (NGOs) and Stakeholders working on awareness creation, preventive and response interventions as well as ensuring favourable policy environment on gender-related issues in Nigeria. The goal of the learning community is to share experiences and outcomes emerging from various gender justice interventions in different parts of the country. The community also collaborates to carry out advocacy for the welfare and social protection of vulnerable individuals across gender divides in Nigeria. Titled "Breaking the Bias", the Community of Practice (CoP) for Gender Justice held a 2-Day Capacity Building and Knowledge Share Fair workshop in June 2023 to enhance collaboration, networking, and strengthening organizational capacities among CoP Members, Partners, Gender focal persons and Sexual and Gender-Based Officers across Government establishments, as well as other Public and Private sector Actors in Nigeria. A total of 55 representatives were in attendance across 37 Stakeholder organizations.

The keynote address emphasized the need for a gender-sensitive society and the importance of evidence-based approaches to bridge gender gaps and promote gender equality. It was noted that Gender mainstreaming and inclusion programming was about diving deep into understanding gender-based issues, engendering the participation of leaders, community members and organizations in promoting gender equality, making gender issues visible in terms of positive outcomes and finding resolutions to gender issues such as gender-based violence rather than trivializing the conversation to comparisons between genders. The Knowledge Share Fair, panel discussions and group work activities allowed participants to discuss their organization's gender-related work, achievements, and challenges while eliciting peer support for better intervention outcomes. Key themes emerged, including gender inclusivity, disability sensitivity, gender mainstreaming, gender transformative approaches, and grassroots mobilization. Common challenges identified were limited awareness and understanding, policy implementation gaps, poor security response, intersectionality and multiple discrimination.

The recommendations from the workshop include strengthening collaboration among organizations, policymakers, security agents, civil society, and communities; conducting capacity-building programs on gender mainstreaming and disability inclusion; continuously reviewing and implementing policies; and developing inclusive programs that are gender-responsive and disability-inclusive.

BACKGROUND

The "Breaking the Bias" Capacity Building and Knowledge Share Fair workshop held from 19-20 June 2023 at Denis Hotel Abuja. The face-to-face meeting gathered Stakeholders from 37 organizations and Sexual and Gender-Based Violence (SGBV) Desk Officers across Nigeria. The workshop aimed to enhance collaboration, networking and sharing among the community and building capacity of members in terms of gender-related programming and mainstreaming as regards women and girls.

Specifically, the objectives for the workshop were to:
- Underscore the key concepts of gender and gender mainstreaming
- Showcase organizational experiences regarding gender-related work through a knowledge share session, group activities and panel discussions
- Understand the landscape of SGBV in Nigeria and chart the way forward

GOODWILL MESSAGES

Stakeholders shared their expectations of the event and goodwill messages. Abia Udeme Nsikak in her goodwill message, on behalf on the Federal Ministry of Women Affairs (FMWA) shared that the gathering was crucial especially as it presented an opportunity to hold the necessary conversations on how gender-based issues affecting women, girls and even boys could be mainstreamed through programming and policies. She attested that gender mainstreaming was at the core of the Ministry's work and mandate and hoped that the discussions would achieve the objectives of the meeting.

In her keynote address, Helen Akinyemi, representing the Country Director of Oxfam, led the conversation on gender mainstreaming, suggesting that it should rather be referred to as Gender Mainstreaming and Inclusive Programming for the purpose of the workshop. She delved into the definition of gender from various perspectives such as feminine, masculine, black feminist, western, and African dimensions. She further explored how society had influenced these perspectives leading to the contemporary debates that revolve around the understanding of sex differences, biological sex, and sociological constructs of gender, which have shaped the meaning and definition of the term. Today's gendered world, she said, extended beyond discussing gender contexts but needed to address the tools that have constructed these contexts, including influences from the family, school curriculum, religious institutions and society at large. The goal to achieve she believed, is to create a gender-sensitive society where efforts are made to mainstream gender issues and eliminate gender bias.

Gender mainstreaming and inclusion programming is about delving deep into understanding gender-based issues and finding resolutions. The Speaker emphasized that an essential key to success involves the active participation of community leaders, community members and organizations in promoting gender equality and making it visible in terms of outcomes rather than comparisons between males and females. This holistic approach would empower not only women but also men and other vulnerable groups as it also encompasses analysing the differential impact of activities on women, men, and other vulnerable groups with the aim of achieving equal benefits for all. Gender mainstreaming seeks to normalize women's presence, for instance within a male-dominated environment, on an equitable basis and requires evidence-based approaches that recognizes the advantages and disadvantages

experienced by both genders. Gender analysis through research is essential to identify gaps from which a person-centred approach could be adopted to address true concerns. The evidence from this analysis would then guide the development of strategies and programmes needed to bridge existing gender gaps, allocate adequate resources and expertise.

She emphasized that research and analysis, starting from gender analysis using qualitative and quantitative data, would help identify gaps and inform policy and strategy development. Similarly, skills and competency building, along with networking for gender focal groups, would enable effective implementation of gender focal points. Sensitization, advocacy, mainstreaming, and networking processes were also key considerations that could contribute to the overall success of gender equity programs. Men were called upon to be agents of change and actively participate in mainstreaming gender and inclusion in programming.

KNOWLEDGE SHARE FAIR

Kaseina Dashe, Programme Manager Cognito introduced the Knowledge Share, stating that to achieve the objective of strengthening the capacities of member organizations, a collective learning agenda needed to be captured in an Organizational Showcase which involved guiding Stakeholders in identifying core competencies in their gender-related work as organizations, creating a detailed road map from personal development and organizational goals and from these strategize growth patterns while looking out for emerging themes that would be leveraged for community benefit.

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Each participant was required to indicate:
- Name
- Organization
- Gender Focus: gender thematic area their organization focused on and/or individuals are most interested in
- Personal learning objective
- "Aha" or proudest moment experienced in gender-related work as a gender advocate or as an organization.

The objective of knowledge share session was to engage Stakeholders in discussions on individual learnings, aspirations, similarities and differences and challenges. Groups of 6 were self-selected based on individual Focus indicated in the Organizational Showcase. This activity aims to generate a capacity strengthening plan for the Gender Justice CoP to leverage on. The groups chose names for themselves to represent their collective aspirations and interests while sharing the specific feedback from the activity as itemized below:

LEARNING FROM COLLECTIVE COMPETENCIES

Gender Inclusive and Disability-Sensitive Group: Joint National Association of PWD (JONAPWD), MDF, MWAS, MCAN, shared that they have been actively involved in advocating for gender equality and addressing challenges faced by women and persons with disabilities (PWDs). Their advocacy efforts have successfully contributed to reducing early child marriage, promoting economic empowerment for women via employment schemes, and supporting inclusive practices for persons with disabilities in line with the Violence Against Persons Prohibition (VAPP) and National Disability Act.

Group B: They discussed their work in addressing violence against women in their communities through linking with FIDA ("Federación Internacional dé Abogadas" – International Federation of Women Lawyers). They highlighted the importance of leveraging existing policies such as the VAPP Act, National Gender Policy of 2021 and the Girl-Child Act to ensure justice and protection for women and children. They also mentioned the significance of male inclusion in gender-related initiatives as a crucial part gender programming.

Gender Intact: They discussed their work in connecting key rights holders and stakeholders in order to successfully carry out work in the gender space. They recognized that meaningful collaboration and engagement with relevant individuals and organizations is crucial for effective gender mainstreaming.

Gender Mainstreaming: Their work emphasized the importance of gender mainstreaming in policy and program development and implementation. They highlighted the need to integrate a gender perspective at all levels to ensure inclusivity and equality in society.

Gender Transformative: They shared their work in advocacy and sensitization, focusing on gender transformative approaches. They highlighted the importance of situating the issues within the context of the individuals affected. They discussed the use of rapid care analysis to address the burden of unpaid care work by redistributing gender roles at the household level. They also emphasized the significance of community-based approaches in providing support structures for women and men.

Gender Diversity: They emphasized grassroot mobilization in their efforts to raise awareness and address gender-based violence. They emphasized the use of intersectionality as a tool to understand the complexities of gender-based violence.

COMMON CHALLENGES AND SOLUTIONS

- **Limited Awareness and Understanding:** Lack of awareness and understanding of gender-related issues and disability inclusion pose significant challenges. Solutions include comprehensive sensitization campaigns, capacity building, and the dissemination of information on gender equality and disability rights for citizens and policy implementers**.**

- **Policy Implementation Gaps:** Despite the existence of relevant policies and frameworks, there are gaps in their effective implementation. Addressing these gaps requires stronger collaboration between policymakers, civil society organizations, and relevant stakeholders. It also involves monitoring and evaluation mechanisms to ensure policy compliance.

- ·**Intersectionality and Multiple Discrimination:** The need to approach understanding and explaining the multiple forms of SGBV and discrimination faced by women and persons with disabilities using intersectionality, especially at the grassroot level. Solutions include adopting an intersectional approach in policy and program design, fostering collaboration across sectors especially the justice and healthcare who are first responders, and promoting inclusive practices.

RECOMMENDATIONS

- **Strengthen Collaboration:** Enhance collaboration between organizations, policymakers, civil society, and communities to promote gender mainstreaming and disability inclusion. This includes sharing resources, best practices, and expertise.

- **Capacity Building:** Conduct training programs and workshops to build the capacity of stakeholders in gender mainstreaming and disability-inclusive practices. This includes sensitization on gender equality, intersectionality, and disability rights.

- **Policy Review and Implementation:** Continuously review and update policies to address emerging gender and disability-related issues. Strengthen monitoring and evaluation mechanisms to ensure effective policy implementation. Enforcing provisions of the law to serve as deterrent to offenders is crucial.

- **Inclusive Programming:** Develop and implement programs that are gender-responsive and disability-inclusive. This includes conducting gender analysis, incorporating accessibility measures, and involving persons with disabilities in decision-making processes.

Examining Perspectives of Gender Mainstreaming

Moderator:
Etoro Inyang (CAPIO)

Panellists:
Udeme Abia (Federal Ministry of Women Affairs)
Olawunmi Okupe (Gender Mobile Initiative)
Lucy Abagi (CODE)
Ishaku Adamu (JONAPWD)

The panel-led conversation examined gender mainstreaming from the Policy, Organization, Program, and PWD perspectives. Gender mainstreaming was defined as being a distinct concept from gender equity involving the integration of policies, programming, and advocacy campaigns into the work undertaken by the communities and stakeholders to foster equity. Gender equity on the other hand, focuses on establishing fairness and justice within the work being carried out. The suggestion was made that organizations should not solely focus on gender inclusivity but should continue to innovate in order to remain relevant in today's rapidly evolving landscape. In incorporating Gender mainstreaming, other approaches should explore how gender equity can be embraced within organizations such as gender-sensitive language, gender-based budgeting and gender-based data gathering. This approach should extend beyond women and men to also encompass children, with the ultimate goal of opening up the organizational space to gender sensitivity while maintaining profitability.

KEY TAKEAWAYS FROM THE DISCUSSION

- **Inclusion of Persons with Disabilities (PWD):** The need for inclusive practices to go beyond mere tokenism (gestures that are done to create the appearance of inclusivity) and instead be integrated at all levels. While acknowledging some progress in recent years, it was recognized that more work is necessary. The Nigeria Business Disability Network was recognized for its important role; however, a significant gap remained between awareness and implementation in both governmental and private sector initiatives. Inclusion of PWD is often an afterthought, and there was a need to mainstream disability issues across all sectors.

- **Gender Mainstreaming (GM) and Gender Equality:** The significance of GM and gender equality was emphasized. The speakers highlighted that the value of gender policies lies in their effective implementation and suggested that designing gender-responsive programs with an intersectional approach and ensuring the active inclusion of men in these initiatives are crucial for driving social change and addressing discrimination.

- **Collaboration and Advocacy:** The conversation highlighted recommendations for civil society organizations (CSOs) and non-governmental organizations (NGOs) to engage in sensitization, awareness-building, and assessment of the unique challenges faced by each vulnerable group. Collaborating with other organizations can enhance capacity and facilitate access to grants or partnerships. Social media advocacy has emerged as a powerful tool for reaching a wider audience and can be leveraged. Stakeholders were encouraged to avail themselves of mentorship and networking opportunities.

- **Overcoming Barriers:** Barriers hindering effective gender mainstreaming include the lack of policy implementation and inadequate inclusion of men in gender-focused programs. The panellists stressed the need for collective efforts to increase the representation of vulnerable groups in positions where their voices can be heard. It was emphasized that political will, creative advocacy strategies, and the use of data to drive efficient advocacy are essential components in overcoming these barriers.

RECOMMENDATIONS

- **Inclusive Sensitization and Assessment:** CSOs and NGOs to actively engage in inclusive sensitization, awareness-building, and assessment processes to gain a deeper understanding of the unique issues faced by different vulnerable groups. This inclusive approach ensures that the concerns of all marginalized communities are taken into account.

- **Collaboration and Networking**: Organizations should embrace collaboration as a means to enhance their capacity and expand their reach. By forming partnerships, accessing grants, and sharing knowledge and experiences through networking, organizations can amplify their impact and work more effectively towards their goals.

- I**nclusive Advocacy:** Gender mainstreaming efforts must involve men and adopt an intersectional approach. Advocacy initiatives should focus on understanding and addressing specific concerns of each vulnerable group, ensuring that their voices are heard and their rights are protected.

- **Policy Implementation:** Merely having policies in place is not enough; their effective implementation is crucial for creating meaningful change. It is essential to thoroughly examine and understand existing gender policies, such as the National Gender Policy, and take necessary steps to ensure their successful implementation.

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- **Amplifying Awareness:** Advocacy efforts should explore various media channels, including social media platforms, to disseminate information, educate communities, and raise awareness about important legislation like the Violence Against Persons Prohibition (VAPP) Act. By utilizing different communication channels, organizations can amplify their messages and reach a wider audience.

- **Strengthening Capacities:** Efforts should be made to strengthen the capacities of justice institutions to effectively address gender-based violence and promote gender equality. Furthermore, simplifying the language used in the VAPP Act and the National Gender Policy can enhance accessibility. Additionally, exploring opportunities to produce Braille versions of these documents can improve accessibility for visually impaired individuals, ensuring inclusivity in information dissemination.

DAY 2 - LANDSCAPE OF SGBV IN NIGERIA

The day's activities commenced with a recap of the previous day's events and an opportunity to address pressing concerns arising from the learning activities. One of the concerns raised pertained to the adoption of the gender policy by different states of the Federation. Olawunmi clarified that the policy was already in place and being implemented. However, the current focus was on advocating for gender-based affirmative action.

Another concern highlighted was the lack of awareness among CSOs in the gender-based violence (GBV) space regarding the National GBV Database and how to ensure that their information was captured in it. Mrs Udeme Abia explained that the Ministry of Women Affairs had previously launched a National Data Situation room in 2020. This technological platform enables government officials, decision-makers, and program managers to easily access and analyse gender-based violence data. By utilizing this platform, CSOs can effectively respond to incidents of violence against women and girls in the communities where they operate.

OVERVIEW OF SGBV IN NIGERIA – JACINTA IKE (FCT SGBV DESK OFFICER)

Introducing the topic by citing several examples, Mrs Jacinta Ike shed light on the alarming prevalence of Sexual Gender Based Violence (SGBV) in Nigeria, providing crucial insights into its causes and impact while proposing effective strategies for prevention and response - some of which were already being implemented. This aims to strengthen prevention and response mechanisms to SGBV through mainstreaming issues, fine-tune emergency response and safe-guarding approaches and programming. She highlighted that through the work of the FCT Sexual Response Task Force, and related organizations and groups in the field, there is now a national outcry regarding SGBV due to an increased level of awareness and advocacy. Despite this, there is still a need for a multi-sectoral approach for enhanced prevention and response. This would involve better collaboration between stakeholders, CSO/NGO and government agencies to address the challenges adequately. Noteworthy challenges include insecurity, stigma and culture of silence, lack of resources and access to services, breakdown of family and community structures, limited availability of social support systems, inadequate coordination and collaboration, cultural norms and gender inequality as well as insufficient awareness and education

The FCT SGBV Officer stressed that tackling the surge and menace of SGBV requires a team effort, from investigation to justice, to psycho-social support, access to health services as well as educating and securing the buy-in of actors that render these services. Mrs Ike stressed that the objective is to protect vulnerable individuals against SGBV and ensure survivors could report and have access to services that support them, including protection, safe spaces and judicial remedy if they wished while encouraging and enabling persons of concern to become actively involved in protecting women, men, girls and boys against SGBV through community-based protection networks and initiatives. Recognizing the severity of the issue, the Nigerian government has taken some steps to combat SGBV. Notably, SGBV response teams have been established in several states, such as the Federal Capital Territory (FCT) SGBVRT (Sexual Gender based Violence Response Team), Lagos State DSVRT (Domestic and Sexual Gender Violence Response Team) and SARC (Sexual Assault response Centre) in states like Kaduna. These teams play a crucial role in handling SGBV cases, providing necessary support to survivors. However, it is essential to ensure that similar response mechanisms are available across all states to effectively combat this nuisance.

Jacinta shared the principles and standards guiding SGBV prevention and response which include:
- Survivor-Centred Approaches: Placing survivors at the centre of interventions, ensuring their voices are heard, and their rights respected throughout the process.
- Rights-Based Interventions: Adopting a human rights perspective to address SGBV, not just as 'beneficiaries', with a focus on ensuring dignity, autonomy, and justice for survivors.
- Age, Gender, and Diversity Considerations: Recognizing the unique needs and vulnerabilities of different age groups, genders, disability status and diverse populations when designing and implementing prevention and response strategies.

- Community-Based Protection: Promoting community-led initiatives that address SGBV, utilizing local knowledge and resources to foster sustainable change.
- Gender Equality and Women's Empowerment: Advancing gender equality and empowering women are crucial for eradicating SGBV by working with women, men, girls and boys to address the root causes of SGBV. This also includes supporting women and girls to be leaders in their communities on an equal footing with men and boys.
- Multi-sectoral approach to provide life-saving interventions..

CHALLENGES AND OPPORTUNITIES OF SGBV IN NIGERIA - AMANDA EZEKWU-OKOGWU

At the start of her presentation where she shared her own personal experience, Amanda stressed a simple fact about SGBV - No one should be touched without their permission. She proceeded to highlight the following challenges of SGBV in Nigeria.

Taboo and Discomfort: Addressing sensitive subjects such as sexual and gender-based violence (SGBV) is often met discomfort and treated as a taboo subject. The stigma surrounding these issues have led to silence and the hushing of conversations. Victims typically hesitate to report incidents of abuse or rape due to fear of judgment or societal perceptions. Professional help and support are essential in breaking through this taboo.

Limited Resources: Despite the establishment of infrastructure to address SGBV, limited funds hinder the effective handling of these issues. Adequate resources, including financial support, are required to generate comprehensive reports, facilitate investigations, and provide the necessary services to survivors.

OPPORTUNITIES IDENTIFIED INCLUDE THE FOLLOWING:

Prevention and Response: By providing comprehensive training to professionals and advocates, there is an opportunity to enhance their capacity to effectively handle and support SGBV victims. This includes not only focusing on holding perpetrators accountable but also prioritizing justice, rehabilitation, and long-term support for survivors.

Awareness and Campaign: Being part of the global network involved in addressing SGBV offers significant advantages. Collaborating with international and local organizations and participating in awareness campaigns can amplify efforts, share best practices, and learn from successful strategies implemented in other regions and communities.

Economic Security (Funding): Addressing the funding gaps to support SGBV victims is a crucial opportunity. Currently, only a minimal 1% of the national budget is allocated to women, limiting the resources available for addressing SGBV. Advocacy for gender-based budgeting can play a significant role in addressing this issue. By advocating for the establishment of a separate budget specifically dedicated to addressing SGBV and prioritizing the challenges faced by women, greater financial resources can be channelled towards supporting victims and implementing comprehensive interventions. This approach ensures that the economic needs of SGBV survivors are addressed, enabling them to access education, skill acquisition programs, economic empowerment initiatives, and other resources necessary for rebuilding their lives. Collaborative efforts between government entities, civil society organizations, and gender equality advocates are pivotal in driving the adoption of gender-based budgeting and securing the funding needed to support SGBV survivors effectively.

Offer of Help: Organizations can provide assistance through various means, including skill acquisition programs, mentorship, and creating a supportive network of survivors. This encourages an environment where individuals who may be hesitant to speak up about their experiences can find encouragement, support, and empowerment.

KASA SEXUAL VIOLENCE SURVEY REPORT

Christy Asala, Executive Director Cognito, presented findings from a survey conducted as part of the KASA Campaign against sexual violence in Nigeria. KASA refers to Voice in Twi, a Ghanaian dialect. The aim of the survey was to gather insights and opinions regarding sexual violence within local communities, employing a bottom-up approach. Community listening sessions, in the form of town hall meetings, were organized to engage with community members and gather their perspectives. The survey utilized the Ask, Listen, and Act methodology, a proven to work methodology employed in an earlier "What Women Want" global campaign, which values community input and empowers individuals to contribute to decision-making processes.

The survey was conducted in three states and the Federal Capital Territory (FCT) of Nigeria: Enugu, Kaduna, and Nasarawa. A total of 5,426 Nigerian women and girls between the ages of 10 and 60 participated in the survey. The categories of respondents including married and unmarried women, girls aged 10-18, women and girls living with disabilities. The survey also employed one-on-one sessions with women and girls where they were asked to share their understanding of sexual violence and respond to questions such as whether they or someone they know had experienced sexual violence, and what could be done to ensure safe and violence-free communities.

Based on the responses received, the following nine categories emerged as the most frequently mentioned when respondents were asked what is their understanding of sexual violence:

- Non-Consented sex
- Threat and Coercion
- Exploitation and Manipulation
- Dehumanization/Inhumane Treatment
- Underage Abuse
- Disregard for Women's Rights
- Harassment, Intimidation, and Brutality
- Harmful Practices
- Stigma and Victim Blaming

When the survey participants were asked further on what strategies should be employed to create safe communities free from sexual violence and the top nine suggestions made were recorded. Their suggestions highlighted punishment for perpetrators, sex education in schools, churches, mosques, and society, creating awareness and sensitization, parental guidance and empowerment, law enforcement, reporting, law, and justice, dressing and behaviour, empowerment and job opportunities and community involvement.

The KASA Sexual Violence Survey Report serves as a valuable resource for understanding the prevalence of sexual violence and the perspectives of Nigerian women and girls. It provides a foundation for developing targeted interventions and policies to address and prevent sexual violence in communities across Nigeria.

LEARNINGS FROM THE STATES

State Coordinators for the survey were tasked on their experiences and findings on the situation of Sexual and Gender-Based Violence (SGBV) in their respective states in a panel discussion. The following are the highlights from the conversation:

- **Misconceptions, Ignorance and Culture of Silence:** In responses from seven Local Government Areas (LGAs) in Nasarawa State, it was observed that there was a prevalent belief that sexual violence only existed in cases of rape. This misconception indicated a lack of awareness about the various forms of SGBV beyond rape. Across the different states, there was a troubling trend of ignorance regarding SGBV. In Enugu, for instance, individuals aged 51 and above displayed denial and preferred to suffer in silence rather than open up to even their own family members. There was also a pervasive culture of silence, with individuals reluctant to speak out due to a lack of trust in the existence of safe spaces.

- **Inaction and Turning a Blind Eye:** Another notable observation was the inaction of members of society who preferred to turn a blind eye or sweep the issue of SGBV under the rug. This lack of intervention further perpetuated the cycle of violence. In the Federal Capital Territory, however the team gathered information from a significant number of respondents who were willing to speak up and share their experiences. This highlighted the significance of providing a platform for individuals to express themselves.

- **Unique Challenges for Persons with Disabilities:** Among the three groups surveyed (women, girls, and persons living with disabilities), programming for the latter group required special consideration. Persons with disabilities expressed a willingness to share their experiences but faced challenges in reporting, as they were often not taken seriously. Those with visual or auditory impairments, for example, struggled to discern early signs of abuse and faced discrimination from security agents when reporting.

- **Threats and Normalization:** The KASA exercise highlighted reasons for silence among survivors, including threats and a sense of helplessness. Some respondents shared experiences of continuous abuse but refrained from speaking out due to threats. Additionally, there was a disturbing trend of normalizing SGBV among certain adults, perpetuating the cycle of abuse.

- **Community Involvement:** The importance of community involvement was emphasized, indicating the need for increased participation and engagement from communities in addressing SGBV.

- **Parental Guidance and Empowerment:** In Kaduna, it was noted that parental involvement should be emphasized in educating families about SGBV issues. There was a need for greater parental guidance and empowerment to prevent and address instances of abuse.
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- **Taskforce Officials and Social Outlets:** Female task force officials could be strategically positioned in sensitive social outlets, such as clubs, to prevent underage admittance and mitigate the occurrence of SGBV incidents.

- **Addressing Damaged Self-Esteem:** Interaction with both male and female children should be tailored to address damaged self-esteem, which, if left unaddressed, could make them vulnerable to more abuse.

SETTING AN ADVOCACY LANDSCAPE

Part of the workshop proceedings bordered on developing a SMART Advocacy Strategy drawn from the learnings from the community listening sessions on the campaign against sexual violence. The Strategy was to discuss the Advocacy landscape around the top responses from the KASA survey on how to deal with Sexual violence and develop a strategy for addressing them. In examining the responses on how to foster a safer environment free from sexual violence, stakeholders at the workshop suggested two broad categories of preventive and curative approaches. Based on this the stakeholders were split into four groups to explore strategies for 4 key areas of advocacy focus.

Key Advocacy Issues
- Comprehensive sex education in schools, place of worship and community - Preventive
- Parental guidance and empowerment   - Preventive
- Reporting and punishment (including justice and law enforcement) - Curative
- Empowerment and job opportunities - Curative

The groups examined each advocacy issue to suggest the possible root causes and went on to determine the advocacy landscape of sexual violence in Nigeria by further examining the advocacy issues from the perspectives of environment, evidence, actors, policy, opportunities, obstacles, and stakeholder's inventory. The groups presented the outcomes of their deliberations which the Facilitators collated for further analysis and development.

CLOSING AND RECOMMENDATIONS

Rosemary Adejoh-Adaji, the Chair of the CoP on Gender Justice, brought the workshop to a close by applauding the participation of every stakeholder in the community. She expressed optimism of a renewed vigour and enhanced collaboration to address the trend of SGBV in Nigeria.

RECOMMENDATIONS

Recommendations emanating from the 2-Day workshop are summarized and grouped under the following thematic areas:

- **Addressing sexual and gender-based violence (SGBV) and related issues:**
  - Develop specific programs and policies aimed at preventing and responding to SGBV cases, ensuring effective implementation on the ground through advocacy and awareness campaigns, paying keen attention to identifying and addressing implementation challenges
  - Provide comprehensive support and rehabilitation services for survivors, including access to medical care, comprehensive educations, psychological counselling, legal aid, and socioeconomic empowerment programs.

- **Strengthening capacities of member organizations:**
  - Focus on continually building the capacity of member organizations to effectively impact the lives of women and girls through training and workshops
  - Encourage regular knowledge-sharing sessions among community members to facilitate the exchange of experiences, best practices, and lessons learned.
  - Support skills and competency building for gender focal groups within member organizations, and encourage networking and collaboration among these groups to enhance gender-focused initiatives

- **Gender mainstreaming and inclusive programming:**
  - Adopt a person-centred approach that considers the differential impact of activities on women, men, PWDs and other vulnerable groups. This includes normalizing women's presence in male-dominated environments and ensuring equal benefits for all genders
  - Promote sensitization and advocacy efforts to raise awareness about gender equity issues, emphasizing the importance of mainstreaming gender and inclusion in programming. Encourage networking among stakeholders to foster collaboration and collective action.

- **Research, analysis, and evidence-based approaches:**
  - Promote the use of research and analysis, including gender analysis using qualitative and quantitative data, to identify gaps, inform policy and strategy development, and guide resource allocation.
  - Address the root causes of SGBV, such as gender inequality, harmful cultural practices, and social norms, through comprehensive education, awareness campaigns, community mobilization, and targeted interventions.

- **Engaging men as agents of change:**
  - Encourage men and boys to actively participate in gender mainstreaming and inclusion efforts, highlighting their role as agents of change. Develop strategies that challenge harmful gender norms and promote healthy masculinity.

Agenda

AGENDA FOR VOICE GENDER JUSTICE COMMUNITY OF PRACTICE CAPACITY BUILDING AND KNOWLEDGE SHARE FAIR

DAY 1

ACTIVITY	TIME	RESPONSIBILITY
Part A		
Arrival / Registration of Participants	8:30 – 9:00 AM	Gender CoP
Opening Prayer / Second Stanza of the National Anthem/ Address	9:00 – 9:05 AM	All
Objectives	9:05 – 9:15 AM	Gender CoP
Welcome Address	9:15 – 9:30 AM	Gender CoP
Good will messages	9:30 – 10:00 AM	FMoH-GASHE DIVISION FMWASD- FIDA Nigeria NPF-Gender Desk NOA – Gender desk NUJ
Opening remarks	10.00 – 10:15 AM	Oxfam
Keynote Address: An overview on the Concept of Gender and Gender Mainstreaming	10:15 – 11:00 AM	Helen Akinyemi - Oxfam
Tea Break & Group Photograph	11:00 – 11:30 AM	All
Part B		
Knowledge Fair share (In-person)	11:30 – 1:30 PM	All
Part C		
Panel Discussion: Perspectives on gender mainstreaming: • Policy • Organization • Program • PWD	1:30 – 2:30 PM	• Policy level, Nandi Dakum - SOSCV • Organizational level - Olawunmi Okupe - Gender Mobile Initiative • Program level - Lucy Abagi CODE • PWD perspective - Ishaku Adamu (JONAPWD)
Key Highlights and Takeaways	2:30 – 3:0 PM	All
Lunch	3:00 PM	All

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AGENDA FOR VOICE GENDER JUSTICE COMMUNITY OF PRACTICE

DAY 2

S/n	Activity	Time	Responsibility
1	Arrival / Registration of Participants	8:30 – 9:00 AM	All
2	National prayer/ Recap of Day 1	9:00 – 9:20 AM	Gender CoP
3	Overview of Sexual & Gender Based Violence in Nigeria	9:20 – 10:00 AM	Jacinta Ike FCT GBV Taskforce
4	Challenges and opportunities of SGBV in Nigeria	10:00 – 10:40 PM	Amanda Ezekwe-Okogwu Aso TV & Radio
5	Group picture/Tea Break	10:40 - 11:10 AM	All
6	Presentation of KASA Sexual Violence survey report	11:10 – 12:00 PM	Christy
7	Learning from States (FCT, Kaduna, Nasarawa, and Enugu)	12.00 – 12:40 PM	State coordinators
8	Advocacy Landscape	12:40 – 1:30 PM	Group work
9	Openings on Sexual and gender-based violence in Nigeria	1:30 - 2:10 PM	
10	Stakeholders inventory	2:10 – 2:50 PM	Group work
11	Wrap up and closing	2:50 – 3:00 PM	All
	Lunch	3:00pm	

PARTICIPANT LIST

S/N	NAME	ORGANIZATION	SEX
1	AISHA BARDE	ACHA	F
2	BLOSSOM EJEH	AIT	F
3	GABRIEL	AIT	M
4	AMANDA EZEKWE-OKOGWU	ASO RADIO STV	F
5	KEHINDE OSASONA	BLUEPRINT NEWSPAPER	M
6	ETORO INYANG	CAPIIO	F
7	AGATHA CHINEDU	CAPRIGHTS	F
8	IHEGWORO NMACHUKWU GLORIA	CENTRE FOR WOMEN, YOUTH AND COMMUNITY ACTION	F
9	ENAREROJE AUGUSTINA	CENTRE FOR WOMEN, YOUTH AND COMMUNITY ACTION	F
10	MRS F.C. JESSA	CHAIRPERSON WOWICAN	F
11	LUCY ABAJI	CODE	F
12	ABIOLA AYODELE	COGNITO	F
13	TINDAK SANI	COGNITO	F
14	JANG CHARLES A	COGNITO	M
15	TIMOTHY AVIDIME	COGNITO	M
16	KASEINA DASHE	COGNITO	F
17	EUNICE ENOCH	COGNITO	F
18	KIM DASHUNG	COGNITO	M
19	CHRISTY ASALA	COGNITO	F

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20	CAROLINE IYIOLA	COGNITO	F
21	DAJAL EMMANUEL	COGNITO	M
23	JOSHUA IBRAHIM	COGNITO-NINE	M
24	NDIDICHUKWU ODOH	DAVACE MEDIA	F
25	CHIOMA JANE SAMUEL	DEWDROP FOUNDATION	F
26	VIVIAN UGWU	ELDERCARE CoP Representative	F
27	ABIA UDEME NSIKAK	FEDERAL MINISTRY OF WOMEN AFFAIRS	F
28	EMMANUEL USUE	FEDERAL MINISTRY OF WOMEN AFFAIRS	M
29	LUCY DANGANA	FIRC	F
30	UKAIGWE CHINYERE	FMOH	F
31	HAFSAT ADEOLA ALABI	FOMWAN	F
32	JULIANA OSAMOTO	FRON	F
33	OLAWUNMI OKUPE	GENDER MOBILE INITIATIVE	F
34	CONFIDENCE EZEALA	GENDER MOBILE INITIATIVE	F
35	UWANI JOY UYOH	GENDER RESPONSE AID	F
36	JANA SHADRACK	HOOSEN WOMEN	F
37	ISHIAYAKU ADAMU	JONAPWD	M
38	AUDU KOMO HELEN	JONAPWD	F
39	BUKOLA AJAO	KADUNA CIVIL SOCEITY	F
40	AKALA TEMITOPE	KIDS & TEENS RESOURCE CENTRE	F

PARTICIPANT LIST

S/N	NAME	ORGANIZATION	SEX
41	CHINEMEREM E. ONYEJI	KINGS LEODEWS INITIATIVE	F
42	HAFSAT USMAN	LACON	F
43	TARKAA DANIEL	LEADERSHIP	M
44	LINDA AYUBA TIPUT	MOTHERHEN DEVELOPMENT FOUNDATION	F
45	ROSE PAUL	NAPTIP	F
46	ESTHER AKOR	NOA	F
47	ROSEMARY ADEJOH-ADAJI	NOVEL ASSOCIATION FOR YOUTH ADVOCACY	F
48	SAMUEL PRECIOUS	NSCDC	F
49	ANDREW OCHU-BAIYE	OMUHA INITIATIVE	M
50	MAXWELL OSARENKHOE	OXFAM	M
51	HELEN AKINYEMI	OXFAM NIGERIA	F
52	AJUMA EDWINA OGIRI	PERSECONDNEWSONLINE	F
53	BINTA SULEIMAN JALO	SOCIAL JUSTICE CoP Representative	F
54	GAMBO PIUS ISHAYA	TAYIG NON-VIOLENCE ADVOCACY FOUNDATION	M
55	GRACE Y. YOHANNA	VILLAGE DEBLO CARE INITIATIVE	F