

A REPORT ON 2 DAYS MEN'S LEADERSHIP TRAINING HELD IN BRIDGEWATERS CONFERENCE CENTER ENUGU FOR 30 SELECTED LEADERS FROM 10 COMMUNITIES IN 6 LOCAL GOVERNMENT AREAS OF ENUGU STATE ON THE 8TH AND 9TH OF JUNE 2009.

Introduction:

Following a proposal submitted earlier in the year to Friedrich Ebert Stiftung Foundation, a grant of N1294600 (\$9783.89 using \$1:N132.32) was provided to organize Men's Leadership Training for 30 men from 10 communities in 6 Local Government Areas of the State. All the communities where we are presently working in Enugu State were duly represented.

In May 2009, Women for Women International sent out letters to 10 community leaders heading the 10 communities where we are presently operational. Igwes (Traditional rulers), Town Unions Leaders and their members were saddled with the responsibilities of identifying credible, reliable and pro-active men leaders to represent their communities in the 2 days Men's Leadership Training. Each Community Igwe/ Town Union responded by submitting the names of men leaders selected to represent them in a timely manner.

Invitation letters stating details of the Men's Leadership Training were then forwarded to each of the selected men with necessary details, including expectations during and after the training. (Appendix 1- List of selected men)

Expectation 1: Participations is expected to be total.

Expectation 2: They will educate their community members after the training.

It is worthy to note that for the purpose of reaching out to a wider number of people/ communities, with the same resources, we worked with 10 communities instead of 5 communities stipulated in the proposal.

About a week prior to the workshop the topics had to be re-arranged to include more topics, as well as focus on gender mainstreaming/leadership. Also the facilitators were increased from two to five.



Program Summary

Arrival of participants:

By 4pm on Sunday, June 7, 2009, designated staff arrived at the venue of the training, to welcome men that are coming in from the 10 different communities. All the men arrived in batches and by 7pm, a brief meeting was held with them to emphasize the expectations and know whether or not they have any concerns.

The representative of Friedrich Ebert Stiftung, Mrs Remi Ihejirika also arrived from Lagos in the night on the same day.

Opening Ceremony

Registration commenced by 8a.m and by 8.30 am, all participants were seated and ready for the training. At exactly 8.30a.m, Ngozi Eze, the Country Director of Women for Women International Nigeria welcomed everyone and gave a brief welcome address to the participants and the invited guests including media representatives that were present. In her welcome address, Mrs Remi Ihejirika, The representative of Friedrich Ebert Foundation, the funders of the training workshop, gave a brief on the activities of Friedrich Ebert Stiftung and her expectation from the participants.

The following special guests were present for the opening ceremony and they made their opening remarks:

1. Mrs. Tochi Eze -The Special Assistant to the Governor on Good Governance and Civil Societies Relations
2. Mr. Dan Onyishi The Executive Secretary, Enugu State Economic Planning Commission
3. Mrs. Vivienne Eze The Commissioner for Gender Affairs and Social Development.

Our special guests emphasized the good work they know Women for Women International is doing in the State and they encouraged the men to participate fully during the 2 days Training. The Commissioner for Gender Affairs and Social Development, Mrs. Vivienne Eze flagged the workshop open after which a group photograph was taken.

The media representatives present took time to interview some of the facilitators, participants, the FES representative and the Country Director of Women for Women International Nigeria.

The training workshop started in earnest immediately after the departure of the special guests. Participants set their ground-rules and listed their concerns for the training and their expectations at the end of the training.

Some of the concerns listed are as follows:

- PHCN :- Power outage may disrupt the flow of activities
- Security: Security is a big issue in the State at the moment and nobody is exempted.
- Implementation by participants: How they will implement whatever they learn during the workshop.

Some of the ground rules set were as follows:

- Anyone that wants to speak must indicate before speaking
- Views must be expressed briefly
- Provocative arguments or provocative language must be avoided
- Repetitions should be avoided to save time
- Cell phones must be on silence
- Apply moderation in everything
- Have an open mind to make assimilation easier
- Argue constructively / reasonably

The following were what they plan to achieve during the two days:

- Acquire new knowledge
- Carry message back to the grassroots about gender discrimination on HIV/AIDS
- Share information to the Town Union members, Traditional platforms (Traditional rules and their cabinet members), youth etc
- Get assistance to improve their communities
- Men's domination would be a thing of the past
- Close communication gap between men and women in the communities.

The following are the topics presented and the analysis of the evaluation forms completed by the participants and the facilitators:

DAY 1

Topic: Gender and Reproductive Behaviour and Overview of Anti-Discrimination, Stigma and Protection Law of Enugu State

Resource Person: Dr. Chinedu Aranotu (Medical Doctor and Executive Director Y.O.U.T.H)

Duration: 1 hour

Presentation: Attached

The participants got a lot of fact and figures during this lecture. About two or three participants felt the resource person was good, all others felt he was excellent. The open house was full of questions and the Doctor was able to tackle each and every one of the questions. One interesting question asked was how a couple with wife positive and husband negative are able to continue to have sex and babies and the husband remains negative. Dr. Aranotu explained that this is possible if the man continues to use condoms and the after ejaculating, the sperm is collected with syringe and injected into the woman through her vagina.

The facilitator from his evaluation said that he provided all relevant and up to date information on HIV/AIDs as at the date of the workshop. He also stated that it is not easy for the men to give up their dominance in the society.

During the interview with the media, one of the men expressed himself saying that he has additional information to whatever he had before on HIV/AIDs and he would do his best to see that his community benefits from the new information he is equipped with.

Topic: Gender Development and the Millennium Development Goals

Resource Person: Dr. Michael Ezenwa (A Senior Lecturer /Clinical Psychologist)

Duration: 1 hour

Presentation: Attached

The participants listened so attentively to this lecture and followed the discussion thoroughly. They were open to discuss their family situation when the resource person asked personal questions to drive home some points. This session was quite technical though very self explanatory but time was a big constraint. Open house could not be held immediately after the presentation. It was held at the end of the following session on Gender Mainstreaming in Programs. 30 % of the participants felt the resource person was good while the other 70% says he was excellent.

The facilitator emphasized that the time allotted for this topic was too short considering the wideness of the topic. He said time for the dialogue section of the training was too short.

Topic: Mainstreaming Gender in Programs / Gender based Violence/ (Overview of the Widowhood's Bill of Enugu State.

Resource Person: Barrister Mrs. Nkiru Nwokedi (Legal Practitioner and Executive Director Centre for Legal and Dialogue Development (CLEDD)

Duration: 1 hour

Presentation: Attached

20% of the participants felt that Barrister Nwokedi was good while 80% felt she was excellent. Participants were saddled with the responsibility to develop an action plan on how they will mainstream gender. The men appreciated the fact that an empowered woman will lessen the burdens they face at family and community level.

The facilitator still sensed that the men believe that gender equality is taking over their role, hence their respect and what they stand for will be taken from them.

Day 2

Topic: Community Participation and Rebuilding/ Rights and Resources/ Investing in Human Capital

Resource Person: Barrister O. Nwajagu

Duration: 2hours

Presentation: Attached

90% of the participants felt that Barrister Nwajagu was excellent while 10% felt he was good. His discussion was very interactive and it resulted in a very active open house. Participants were excited and saw the many good reasons why they should invest in human beings especially their girl child considering the negative cultural believes. He emphasized that good communication with authorities, advocacy and lobbying as a tool to use to develop their communities. He talked authoritatively on inheritance matters and stated that there is no law that prevents women from owning or developing, so men should give land to their wives and daughters when need be.

The facilitator observed that the men disliked his discussion on women's ownership of land and other related properties. He said that he would love to have dwelt more on property rights and children born out of wedlock.

Topic: Leadership / Project Design

Resource Person: Ngozi U. Eze

Duration: 1 hour

Presentation: Attached

90% of the participants felt that Ngozi Eze was excellent while 10% felt she was good. She emphasized that the roles of good leaders in various capacities cannot be overemphasized. She encouraged leaders to have vision that they pursue at all times.

The men were happy to list some distinguished leaders they know and it was obvious that women were not listed. This made it possible to drive home the points on gender and leadership.

Finally, the 2 days training was completed and the men got very busy preparing their work plan community by community. Clearly stated in the work-plan produced by the men are: activities to be carried out, time frames, target audience and monitoring and evaluation.

In closing the men appreciated the effort of Women for Women International Nigeria and the sponsor, Friedrich Ebert Stiftung Foundation for putting this training together. Certificates with Women for Women International Nigeria and Friedrich Ebert Stiftung's logo were issued to all participants of the workshop.

It is worthy to note that the men participated fully and attendance was 100%.

The workshop set out to achieve the following general and specific objectives:

GENERAL OBJECTIVE

To create awareness of how men leaders can be responsive to issues of concern to different sectors of their communities and constituencies, especially to sensitize men in our grassroots communities on human rights issues and economic empowerment thereby ensuring long-term sustainability by producing a multiplier effect as a "ground up" approach to political, economic and social change.

SPECIFIC OBJECTIVES

- i. To raise awareness on Women's Rights
- ii. To raise awareness on mainstreaming gender in developmental activities.
- iii. To give a better understanding on health rights
- iv. To impress leaders in including women to access to resources in order to increase the economy's capacity to grow and raise living standards of families
- v. To empower the men to exert more control over their reproductive lives
- vi. To address issues such as HIV/STDs/AIDs, non-violence, freedom and dignity

The workshop ended at 7.30p.m on day one and 8.30pm on day two. At the end of the two days, it can be emphatically stated that the workshop met all the objectives stated above.

The following were the outcomes, of which some of them were exceeded:

The workshop was on the Federal Radio Corporation of Nigerian (FRCN) news at three different hours of the day for 3 days reaching over 50000 Nigerian listeners targeted in the proposal.

Two newspaper representative: The Guardian Newspaper and the Truth Newspaper were present at the workshop.

Enugu State Broadcasting Station was also present at the workshop.

Monitoring and Evaluation:

According to what was stated in the proposal, Women for Women International will monitor and follow-up on all the communities' representatives based on the content of their action plans. (Copies of action plan have been collected by the FES representative). It is expected that the participants will sensitize and educate their town union members, Igwes and the Cabinet members, their age grade, church members and the youth in their communities.

Conclusion:

Women for Women International Nigeria looks forward to FES sponsoring men's programs such as this or in any other format as well as other programs that has to do with democracy or governance either in the South East or North Central of Nigeria

Some of the intentions of the participants based on what they learnt in the 2 days training are as follows:

| S/N | Community | Intention/s |
|-----|-----------|-------------|
|-----|-----------|-------------|

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| 1 | Ekoli | <ul style="list-style-type: none"> • Providing platforms to enable people have discussions which will facilitate the changing on the perception, for people to rediscover themselves • Educate community members on HIV/Aids • Correcting Gender inequality |
| 2 | Umuode | <ul style="list-style-type: none"> • Giving Women inheritance • Establishment of sponsorship funds |
| 3 | Ezza Nkwubor | <ul style="list-style-type: none"> • Sensitize community on the dangers of underage marriage. • Advocacy to Igwes for change in negative customs |
| 4 | Ndeabor | <ul style="list-style-type: none"> • Start with family to preach peace • Stop early marriage • Eradication of harmful traditional practices |
| 5 | Ugbene Ajima | <ul style="list-style-type: none"> • Sensitize community on the importance of training • Stop early marriage |
| 6 | Oruku | <ul style="list-style-type: none"> • Sensitization on HIV and Gender • Try and set up micro-credit scheme |
| 7 | Mgbidi | <ul style="list-style-type: none"> • Sensitize on will writing • Equality between men and women • Eradication of female genital cutting (FGC) |
| 8 | Ngene Ugbo | <ul style="list-style-type: none"> • Advocate for women in the traditional Igwe's cabinet • Enlighten the youths and Umuada on harmful cultural practices. |
| 9 | Okpanku | <ul style="list-style-type: none"> • Encourage parents to train girls • |
| 10 | Nimbo | <ul style="list-style-type: none"> • Sensitize community on the importance of training • Stop early marriage |
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